

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities.



COMMISSION MEETING AGENDA

Wednesday, July 17, 2002

Hyatt Regency Hotel
1333 Bayshore Highway
Burlingame, CA 94010
(650) 696-2616

AGENDA

Gray Davis
Governor

Bill Lockyer
Attorney General

CALL TO ORDER - 10:00 A.M.

COLOR GUARD AND FLAG SALUTE

MOMENT OF SILENCE HONORING PEACE OFFICERS KILLED IN THE LINE OF DUTY

Since the last Commission meeting, the following officers have lost their lives while serving the public:

- Deputy David March, Los Angeles County Sheriff's Department
- Deputy Dennis Phelps, Fresno County Sheriff's Department
- Officer John Pedro, California Highway Patrol
- Officer Jon Cook, San Francisco Police Department

ROLL CALL OF COMMISSION MEMBERS

INTRODUCTIONS

WELCOMING ADDRESS

Welcoming address will be given by Michael Hennessey, Sheriff of San Francisco County.

APPROVAL OF MINUTES

- A. Approval of the Minutes of the April 10, 2002, Commission Meeting at the Ramada Plaza Hotel, Culver City, California.

CONSENT CALENDAR

B.1 Receiving Course Certification Reports

Since the January 2002 meeting there have been 72 certifications, 174 decertifications, and 180 total modifications.

In approving the Consent Calendar, your Honorable Commission receives the report.

B.2 Receiving Financial Report - Fourth Quarter FY 2001/02

The fourth quarter financial report will be provided at the meeting for information purposes.

In approving the Consent Calendar, your Honorable Commission receives the report.

B.3 Receiving Information on Withdrawals from POST (non-Reimbursable) Program

- The Child Support Division, San Bernardino County District Attorney's Office, is now under the County's Human Services System (DPSS), and has withdrawn from the POST program.
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B.4 Receiving Information on New Entries Into the POST non-Reimbursable Program

- The Burbank Airport Authority Police Department has met the Commission's requirements and has been accepted into the POST Specialized (Non-Reimbursable) Program.

B.5 Receiving Information on New Entries Into the POST Reimbursable Public Safety Dispatcher Program

- Procedures provide that agencies that have expressed willingness to abide by POST regulations and have passed ordinances as required by Penal Code Section 13522 may enter into the POST Reimbursable Public Safety Dispatcher Program pursuant to Penal Code Section 1351(c) and 13525.

In approving the Consent Calendar, your Honorable Commission notes that the Los Angeles County Office of Public Safety has met the Commission's requirements and has been accepted into the POST Reimbursable Public Safety Dispatcher Program.

B.6 Approval of Resolutions

- Resolution for Janice Bullard, POST Staff Consultant, in commendation for her outstanding work on the Racial Profile Training.
- Resolution for Tim Ryan, in recognition of his outstanding work in the management of a complex POST Pre-Academy Physical Fitness Assessment Project.

In approving the Consent Calendar, your Honorable Commission adopts the resolutions commending Jan Bullard and Tim Ryan for their contributions to the law enforcement profession.

B.7 Receiving Information on TMAS Testing Project Changes

The Commission approved Phase 1 of the Testing Management and Assessment System (TMAS) project at the August 2001 meeting. The TMAS project is intended to replace the statewide academy testing system, POSTRAC.

Phase 1 includes planning and design of communication infrastructure at each of the academies to support implementation of computer based testing (CBT). This portion of the work is substantially complete. Phase 1 also includes the purchase of the testing software to replace POSTRAC. A competitive bid for software was conducted and none of the packages fully met POST's requirements. Three products are still under evaluation and the final decision on the selection of software has been delayed until FY2002-2003. This fiscal year's funding will, instead, be spent on hardware purchases.

In addition, as a result of the Risk Management sessions, the current schedule includes a full academy cycle for the CBT pilot sites. Academy personnel convinced POST to reconsider the original schedule of conducting a two-month pilot test. The modification will allow POST and the pilot sites to experience a full academy cycle (including mid-term and final examinations) before deciding on implementing CBT at all Academies.

In approving the Consent Calendar, your Honorable Commission receives the report.

B.8 A Guide to California's Law Enforcement Training Mandates

A draft *Guide to California's Law Enforcement Training Mandates* has been prepared to go on POST's website so that training managers and others can understand the complex 35 statutory (State and Federal) and 28 POST training mandates.

B.9 Quarterly Report on Strategic Plan Implementation

Tab "G" provides a report summarizing progress and status of implementing various POST Strategic Plan objectives, which has been reviewed both by the Commission's Long Range Planning and the Advisory Committees. Approximately 70% of the 46 objectives are currently being addressed. Staff is prepared to respond to questions about this informational report.

If the Commission concurs, the appropriate action is to approve the report.

PRESENTATION OF RESOLUTION

- C. Janice Bullard, POST staff consultant, will be presented with a resolution in commendation of her outstanding work with the Racial Profile Committee in developing curriculum for Racial Profile training.

PUBLIC HEARING

D. POST Field Training Program Requirements

In November 1997, the Commission approved regulation and procedure changes that provided for the mandating of standardized field training programs and the integration of those programs as part of the basic training requirement for all peace officers performing general law enforcement uniformed patrol duties. Since that date, POST has had the opportunity to observe the effects of our current regulations and procedures and to meet with field trainers from various law enforcement agencies to determine the effectiveness and propriety of those regulations and procedures.

To meet law enforcement's changing needs and to implement necessary modifications to POST's current regulations and procedures related to field training, staff has developed proposed regulatory language for consideration by the Commission. Some of the more significant proposed changes include mandating the 24-hour Field Training Supervisor/Administrator/Coordinator (SAC) Course and Field Training Officer (FTO) Update training. Additional changes include modifying the definition of uniformed patrol duties, moving regulatory language from Procedure D-13 to Regulations 1004 and 1005, and adding specific components of leadership, ethics, and community policing.

The proposed regulation and procedure changes are the result of meetings with POST's Field Training Advisory Council over the last 18 months. The Council recognizes that, while most law enforcement agencies already have similar or higher field training standards in place, some agencies may find these recommended changes significant. For this reason, this proposal calls for the new regulations and procedures to be implemented and in place by July

1, 2003. This lead time allows agencies to develop, update, revise, and submit their programs to POST for approval. Additionally, current agency field training personnel will be "grandfathered" into the regulations. In essence then, an agency will have until July 1, 2004, to train those assigned to a Field Training SAC position and July 1, 2006, to meet the FTO update training requirement.

Subject to the results of the public hearing, it is recommended the Commission approve the revisions to Regulations 1001, 1004, 1005, and Commission Procedure D-13 and adoption of Regulation 1012 be mandated as proposed and become effective July 1, 2003, subject to approval from the Office of Administrative Law.

BASIC TRAINING BUREAU

E. Proposed Changes to Training and Testing Specifications for Peace Officer Basic Courses

As part of an ongoing review of Regular Basic Course content, POST staff and curriculum consultants (academy instructors and other subject matter experts) thoroughly review learning domain content to determine if revisions are necessary. This process occurs in regularly scheduled workshops during which curriculum and supporting material for specific domains are updated to reflect emerging training needs, complying with legislatively-mandated subject matter changes in the law, or improving student learning and evaluation. Proposed changes to the training and testing specifications for Learning Domains #13 ABC Law are the result of these regularly scheduled reviews and significantly modify one or more of the elements of the domains.

All proposed changes have been reviewed and endorsed by the Consortium of Academy Directors. Staff recommends that the proposed curriculum changes be adopted pursuant to the Administrative Procedures Act by using the Notice of Proposed Regulatory Action Process.

If the Commission concurs, the appropriate action would be a MOTION to approve the changes as described in the staff report. If no one requests a public hearing, the changes would go into effect January 1, 2003.

CENTER FOR LEADERSHIP DEVELOPMENT

F. Request for Public Hearing on Revisions to the Supervisory Course Curriculum and Related Regulatory Modifications

The current Supervisory Course is an 80-hour mandated course for new peace officer supervisors. It is currently certified to 19 presenters using a Plan IV (no tuition) reimbursement.

The course curriculum was last revised in 1988 and the course content has remained static and was in need of substantial revision to make it contemporary and up to date with the needs of newly appointed supervisors. Beginning in 1998 POST staff conducted extensive reviews and met with a cadre of subject matter experts to determine the needs and scope of updating and revising the course curriculum. The Commission authorized the redesigned curriculum and pilot presentations of the revised curriculum. That has now been completed and the revised course is ready to be presented statewide.

As a result of the Commission directive in April 2002, presenters may present either the current course curriculum or the revised curriculum. Staff has met with 15 of the 19 presenters and described the Commission's approval of the new curriculum and discussed the strengths and weaknesses associated with the delivery of the revised curriculum. The majority of the presenters agreed to take the information back to their respective colleges and agencies for a decision on whether to present the current or the revised curriculum. To date, three presenters have requested certification packages for the revised course.

Based on a review of the last five fiscal years, it is anticipated that approximately 1,650 students may attend the Supervisory Course in the fiscal year beginning July 1, 2002. With a maximum of 30 students in each class, 55 presentations of the Supervisory Course per year statewide will be required to accommodate these students. The preliminary cost estimates for presentation of the courses under contract would be \$905,850 for Fiscal Year 2002-2003.

Approval of the revised curriculum requires modifications to Commission Regulations 1070 and 1082, and Procedure D-3. The changes are technical in nature and do not add any new requirements to regulations affecting agencies in the POST program. A formal public hearing is proposed.

If the Commission concurs, the appropriate action would be a MOTION to schedule a Public Hearing at the November 2002 meeting to consider the revised Supervisory Course curriculum and proposed regulatory changes.

EXECUTIVE OFFICE

G. Request of the Los Angeles Police Department for an Exemption from the Perishable Skills-Driver Training Requirement

At the March 2002 meeting, the Long Range Planning Committee received a request from the Los Angeles Police Department concerning the Perishable Skills-Driver Training requirement. Two recommendations were presented by the LAPD: 1) "It is recommended that POST grant law enforcement agencies an exemption from your perishable skills requirement that driver training must be conducted on Driving Simulators or EVOC"; and 2) "We further recommend that POST allow law enforcement agencies the flexibility to conduct driver training in classrooms, utilizing 'Problem-Based Learning' (PBL) techniques to

reinforce driver decision-making skills, which account for the vast majority of all law enforcement traffic collisions."

The Committee directed staff to consider the LAPD recommendations and request, and to present a response at the June 7, 2002 meeting. The Long Range Planning Committee received the report and response from POST staff at the June 2002 meeting. A summary of the staff's response and the complete report are presented at this tab.

Following an extensive review of the LAPD report and recommendations, and upon completing the research and analysis that is described in the report, the staff recommends the Commission: 1) **not** create an exemption from the current Perishable Skills - Driver Training requirement for the LAPD or other law enforcement agencies; and 2) **not** approve classroom training as an alternative means of satisfying the Perishable Skills - Driver Training requirement.

The Long Range Planning Committee, at its June 7, 2002 meeting, received the staff report and approved the staff's recommendations.

If the Commission concurs, the appropriate action is a MOTION to accept the staff report and recommendations, and to: 1) **not** grant an exemption from the Perishable Skills- Driver Training requirement to the LAPD or other law enforcement agencies; and 2) **not** approve a classroom training program as an alternative means of satisfying the Perishable Skills-Driver Training requirement.

INFORMATION SERVICES BUREAU

H. Approval for Change in Regulation 1010

Staff is proposing amendments to Regulation 1010 and deletion of Regulation 1009 to adopt language that will more accurately describe the process and requirements for participation in the POST program and/or Public Safety Dispatcher program.

If the Commission concurs, the appropriate action is a MOTION to approve, subject to results of Notice of Proposed Regulatory Action, the requested regulation change.

STANDARDS AND EVALUATION BUREAU

I. Approval of Pilot Project on Pre-Academy Physical Fitness Test

In July 2000, the Commission authorized contracting for a Management Fellow to recommend a measurable pre-academy physical fitness minimum qualification. This project is in support of strategic plan objective A.3 - Minimum qualifications for Entering Basic

Academies. Currently, POST has no guidelines or standards in the area of pre-academy screening of physical abilities.

A POST Management Fellow has reviewed current physical fitness testing theory, relevant court cases, and, with a CADA-recommended steering committee, examined existing peace officer physical ability selection tests used within and outside of California. A battery of tests that is expected to be predictive of successful physical performance in the academy has been recommended. The next phase of this project is for POST staff to gather information regarding the relationship between test scores and subsequent academy performance in skill areas that would permit setting defensible minimum passing scores.

It is proposed that POST conduct a validation study to examine the empirical relationships between scores on the tests and subsequent academy performance to evaluate the predictive validity of the tests and determine appropriate minimum passing scores.

If the Commission concurs, the appropriate action would be a MOTION to authorize POST staff to conduct a validation study on the relationship between the proposed test battery and academy physical performance.

TRAINING PROGRAM SERVICES BUREAU

J. Scheduling a Public Hearing for Proposed Increase in CPT Training Requirement

At the November 8, 2001, public hearing, the Commission postponed action on a proposal to increase POST's Continuing Professional Training (CPT) requirement from 24 hours every two years to 40 hours every two years because of the need for additional information about the proposal's impact upon law enforcement agencies. The Commission's Long Range Planning Committee at its June 7 meeting unanimously recommended the matter be placed on this meeting's agenda for purposes of scheduling another public hearing after reviewing a staff report providing additional data on the proposal's impact and other information about the needed increase.

The staff report presented to the Long Range Planning Committee examined a number of aspects of the current CPT situation. The total CPT experiences of all police and sheriff departments for calendar years 2000 and 2001 were analyzed. Interviews were conducted with training managers and executives from small, mid, and large-sized agencies. Benchmarking was conducted with other California public safety entities and other selected professions. Also, California law enforcement's CPT requirements were compared with all other states' requirements. The research disclosed that POST's current total reimbursements for CPT training hours far exceed the amount necessary for agencies to meet a 40-hour requirement for sworn employees. Implications are that proactive management may be the key to agencies' compliance with an increase in the CPT requirement. Two alternatives have been developed based upon the research findings.

Staff recommends increasing the CPT requirement to 40 hours biannually commencing July 1, 2005.

If the Commission concurs, the appropriate action would be a MOTION to schedule a public hearing for the November 2002 meeting to consider an increase in the CPT hourly requirement.

K. Increase Contract for Additional Courses for the VAWA Grant

This is a request to increase the 2001-2002 contract with the San Diego Regional Training Center (SDRTC) to present additional courses previously authorized under the Violence Against Women Act (VAWA) grant to POST. The Office of Criminal Justice Planning has authorized POST to expend an additional \$103,017 that was unexpended for this training in previous years.

If the Commission concurs, the appropriate action would be a MOTION to authorize the Executive Director to amend the existing contract with SDRTC for additional presentations of the specified VAWA courses for an amount not to exceed \$103,017.

COMMITTEE REPORTS

L. Long Range Planning Committee

Commissioner Bill Kolender will report on issues discussed at the Long Range Planning Committee meeting held June 7, 2002, at the San Diego Sheriff's Office.

M. Advisory Committee

Alex Bernard, Chairman of the POST Advisory Committee, will report on the results of the Advisory Committee meeting held on July 16, 2002, in Burlingame.

N. Finance Committee

Finance Chairman James Fox will report on the results of the July 16, 2002, meeting in Burlingame.

The agenda for the Finance Committee meeting is under this tab.

O. Legislative Review Committee

Commissioner Ted Hunt, Chairman of the Legislative Review Committee, will report on the issues discussed at the Committee meeting held on July 17, 2002, in Burlingame.

OLD/NEW BUSINESS

P. POST Advisory Committee Reappointments

- Chief Sandra Redding, Personnel and Training, California Highway Patrol
Term expires November 2002
- Vice Chair Philip Del Campo, Public Member, Ph.D.
Term expires October 2002

Q. Correspondence

- Letter to Sheriff Michael Carona, Orange County, regarding a waiver of background investigation for Level III reserve deputy sheriffs, together with Sheriff Carona's letter to POST;
- Memorandum to all California Chiefs and Sheriffs concerning a Petition for Writ of Mandate filed by the *Los Angeles Times* against POST.
- Bulletin to all California Chiefs and Sheriffs concerning new CAL-OSHA requirements.

FUTURE COMMISSION DATES

2002 - November 21 (Hyatt Regency Hotel, Monterey)

2003 - January 30 Embassy Suites, Sacramento
April 17 Beach Resort Hotel, Monterey
July 17 (Location to be determined)
October 16 (Location to be determined)

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities.



Gray Davis
Governor

Bill Lockyer
Attorney General

COMMISSION MEETING MINUTES

Wednesday, April 10, 2002

Ramada Plaza

6333 Bristol Parkway

Culver City, California 90230

(310) 484-7011

Chairman William Kolender called the Commission meeting to order at 10:05 a.m.

The Color Guard from the Culver City Police Department posted the colors. Chief Ted Cooke, Culver City Police Department, led the pledge of allegiance.

MOMENT OF SILENCE HONORING THOSE WHO HAVE GIVEN THEIR LIVES IN THE LINE OF DUTY

Chairman Kolender expressed gratitude that there have been no peace officers killed in the line of duty in California since the beginning of the year.

ROLL CALL OF COMMISSION MEMBERS

Commissioners present:

William Kolender
Joe Flannagan
Lee Baca
Patrick Boyd
Marc Cobb
James P. Fox
Bud Hawkins
Ted Hunt
Rana Sampson
Laurie Smith

Commissioners absent:

Monty Holden
Arthur Lopez

INTRODUCTIONS

Visitors present:

Alex Bernard, POST Advisory Committee
David S. Barr, Golden West College - Criminal Justice Training Center.

Sandra Redding, POST Advisory Committee
Brian Smith, Los Angeles County Sheriff's Dept.
Tom McMahon, Sacramento County Sheriff's Dept.
Paul Tassone, Sacramento County Sheriff's Dept.
Skip Murphy, San Diego Sheriff's Dept. - Regional Academy
Steven Beeuwsaert, CHP, Santa Ana
Lindley Zink, Santa Clara County Sheriff's Dept.
Craig Durfey, PRDDC
Al Snook, candidate for 68th Assembly District
Mark Richards, Los Angeles County Sheriff's Dept.
Ron Dye, Riverside County Sheriff's Dept.
Clancy Faria, PORAC
Sunny Lee, Museum of Tolerance
Frank Piersol, Museum of Tolerance
Chris Arriola, Governor's Panel on Racial Profiling
Mike Cohen, LALPOA
George Gascon, Los Angeles Police Department
Steven Landers, Los Angeles Sheriff's Dept.
Dorothy Housro, Los Angeles Sheriff's Dept.
Greg Kyritsis, San Bernardino Sheriff's Dept.

Staff present:

Kenneth J. O'Brien, Executive Director
Mike DiMiceli, Assistant Executive Director
Hal Snow, Assistant Executive Director
Dick Reed, Assistant Executive Director
Alan Deal, Bureau Chief, Public Information/Legislative Liaison
Bud Lewallen, Bureau Chief, Basic Training
Paula Burnette, Bureau Chief, Standards & Evaluation
Paul Harman, Bureau Chief, Information Services
Jack Garner, Bureau Chief, Management Counseling
Tom Hood, Bureau Chief, Training and Delivery
Ray Bray, Bureau Chief, Training Program Services
Tom Liddicoat, Administrative Services
Jan Bullard, Training Program Services
Dan Toomey, Basic Training
Pat Hunton, Training Program Services
Bob Stresak, Basic Training
Anita Martin, Administrative Assistant

WELCOMING REMARKS

Chief Ted Cooke, Culver City Police Dept., welcomed the Commission, POST staff, and visitors to Culver City. He commended the Commission and staff for the excellence in peace officer training provided by POST.

APPROVAL OF MINUTES

- A. MOTION - Hunt, Second - Boyd, carried unanimously to approve the Minutes of the January 31, 2002, meeting at the Mission Inn, Riverside, California, with the following modification:

Page 6, Item F: The first sentence of the first paragraph be amended as follows:
"Staff reported that in response to POST Strategic Plan Objective C.10, the requirements for POST's certificates have been reviewed with input from a committee comprised of California law enforcement and trainers, including representatives ~~from professional organizations and labor~~ of various organizations."

CONSENT CALENDAR

MOTION - Baca, Second - Hawkins, carried unanimously to approve the following items on the Consent Calendar:

- B.1 Course Certification Reports
- B.2 Financial Report - Third Quarter FY 2001-02
- B.3 New Entries Into the POST Regular (Reimbursable) Program
- B.4 New Entries Into the POST Public Safety Dispatcher Program
- B.5 Withdrawals from POST Regular (Reimbursable) Program
- B.6 Resolution for Jack McDonald, Retiring Yolo County Assistant Sheriff

NON-AGENDA ITEMS

Mr. Craig Durfey

Mr. Durfey addressed the Commission regarding the issue of POST training for peace officers who come into contact with mentally ill and developmentally disabled individuals, including autistic individuals.

PUBLIC HEARING

- C. Chairman Kolender announced that the ensuing public hearing concerned the proposed addition of Commission Regulation 1081(a)(33) - Racial Profiling Training.

The hearing was conducted in compliance with requirements set forth in the *Administrative Procedures Act*. The proposed addition is described in Agenda Item C, announced in POST Bulletin 02-06, and published in the California Regulatory Notice Register, as required by law.

Chairman Kolender announced that the Hearing was open for consideration of the addition of Commission Regulation 1081(a)(33) - Racial Profiling Training. This proposal would establish initial and refresher training course requirements on racial profiling as required by

Penal Code Section 13519.4 (f) and (i). An initial five-hour training course is being recommended that would apply to "every law enforcement officer in this state" and should be completed by July 1, 2004. A two-hour refresher-training course is being recommended that would apply to law enforcement officers described in subdivision (a) of Penal Code Section 13510 who adhere to POST's standards. This refresher course should be completed every five years after completing the initial training course.

Executive Director Ken O'Brien reported that each written comment that had been received had been acknowledged and all concerns responded to in writing, by staff, with one exception. The one exception was a letter from Chief Arturo Venegas, Jr., Sacramento Police Department, which had been received by POST the previous day and had not been responded to. A summary of the written commentary received, including Chief Venegas's belated letter, was read into the record:

Paul W. Butler, Chief of Police, Glendora Police Department wrote stating the following concerns and issues regarding this proposal:

From attendance at an oral presentation at the Museum of Tolerance in Los Angeles he feels that criminal profiling, not racial profiling, should be used as a tool to discover and detect criminal behavior.

Four hours to tell honest working cops that racial profiling is wrong, overstates the obvious. This training would treat all officers as though they are guilty of misconduct.

This mandate can be better served by alternate delivery methods such as a video course or by a two-hour class. By making this a four-hour course POST will increase the amount of instruction time paid instructors when the ability to offset agency costs has shrunk.

The refresher course should be combined with other required refresher training. He suggests that where previous ethic-based courses can be documented, those officers who have attended such courses should be permitted to meet this POST training requirement by the use of a one hour or less training video.

Arturo Venegas, Jr., Chief of Police, Sacramento Police Department, wrote in favor of the proposed addition. He states that by ensuring all officers are made aware of what constitutes racial profiling and how to be effective without the use of such profiles, California will lead the nation in providing professional and non-biased law enforcement to a very diverse population.

Director O'Brien continued by stating that in the correspondence received from **Chief Arturo Venegas, Jr.**, after 5:00 p.m. the previous day, **Chief Venegas** wrote:

The Sacramento Police Department has been involved in a complex study of traffic stops relating to racial profiling for over two years. During that time, our program has been hailed across the country by both law enforcement and civil rights organizations. This study is being partially funded by the U.S. Department of Justice, COPS office, to produce a best practices guide for other agencies embarking on a data collection project.

It has been our experience that defining racial profiling and more broadly biased policing has proved to be the most difficult and challenging part of the project. Our work with the committee members, civil rights organizations, and bar associations, has failed to reach a consensus at this time. Our extensive research into this project has revealed a plethora of conflicting language from civil rights organizations, government agencies and researchers.

We continue to work with our community to develop language which is locally meaningful. Until that time, we support the concepts proposed by the Police Executive Research Forum in their book *Racially Biased Policing - A Principal Response*. The most succinct and generally accepted definition of racial profiling was developed by Northeastern University law professor Deborah Ramirez, which follows:

"Any police initiated action that relies on the race, ethnicity or national origin of any individual, rather than the behavior of an individual, or information that leads at least to a particular individual who has been identified as being or having been engaged in criminal activity."

In reviewing the proposed draft curriculum, and in light of our experience with this issue, I am uncomfortable with the definition suggested in the draft curriculum on page three, Section B1, A1, and page four, Section D1. This definition, proposed by the American Civil Liberties Union, appears to preclude the method of identifying criminals through investigative steps. For example, if a burglary series had no named suspect, but only a general description of a suspicious car and occupants seen by neighbors in the vicinity of one of the burglaries, this information would be provided to the neighborhood officers working on identifying the responsible burglar. The officers would use this information to guide investigative stops in the area of the burglaries. This type of investigative stop is a valuable tool in the identification and capture of criminals.

In this regard, I recommend that the afore-mentioned language be deleted in favor of the Ramirez definition and appreciate your consideration in this matter.

This concluded the summary of the written commentary. The Director noted that the above viewpoints would receive a response later in the hearing.

Chairman Kolender announced that staff would report on the addition of Commission Regulation 1081(a)(33).

Staff reported that Penal Code section 13519.4 was amended on January 1, 2001, to require:

- That POST develop training on racial profiling by January 1, 2002;
- Every law enforcement officer is required to complete this training;
- In developing the training, POST is required to collaborate with a five person panel appointed by the Governor and the Legislature;

- Each law enforcement officer described in subdivision (a) of Section 13510 shall complete refresher training every five years after completing the initial training;
- POST to incorporate appropriate curriculum in the Basic Course.

The courses recommended for curriculum were set forth as Attachment D of Agenda Item C, as follows:

- I. Why Are We Here?**
- II. Racial Profiling Defined.**
- III. Legal Considerations**
- IV. History of Civil Rights**
- V. Impact of Racial Profiling**
- VI. Community Considerations**
- VII. Ethical Considerations**

Most of the curriculum topics are specified in the law but additional topics deemed appropriate have been included. Staff initially recommended that the course would be four hours long; however, after pilot testing the training, it's been determined that the instructional time be extended to five hours. It was noted that agencies and presenters that become certified may add to the curriculum and increase the length of the class beyond the recommended five hours.

POST staff also recommended that the refresher training, which occurs every five years, be a minimum of two hours and contain two broad topics. The recommended topics include a Review of Applicable Initial Training, together with an update on Changes in Law and Practices.

Staff also recommended that POST regulations should require law enforcement agencies to complete the training by July 2004. Additionally, satisfaction of the initial training course, after July 1, 2003, will be satisfied by completion of the regular Basic Course.

In developing the curriculum, staff reported that they had collaborated with a broad range of individuals and organizations from the law enforcement community, as well as community groups, legal experts, and the five members of the Governor's appointed Racial Profile Panel.

The accompanying video developed by staff, is intended to standardize instruction, as well as meet the law's requirement that the training be interactive and student participative. Hence, several scenarios have been placed in the video to stimulate student interaction and discussion.

Due to the complexity and sensitivity of the training, careful preparation by the facilitators is a necessity. To assure the consistency and quality of the training, staff also recommended that facilitators of the training be required to complete a 24-hour Train-the-Trainer Workshop. Staff advised that this issue is a separate agenda item that will be presented later.

Opposition Testimony

The Chairman invited testimony from those in opposition. No one came forward to express opposition.

Support Testimony

The Chairman invited testimony from those in support of the recommendation.

Christopher Arriola, Co-Chair of the Governor's Panel on Racial Profiling, and President of the LaRaza Lawyers Association.

Mr. Arriola stated that he was also authorized to speak on behalf of the Mexican-American Legal Defense and Education Fund, as well as the League of United Latin American Citizens of California.

Mr. Arriola reported that the Panel recommends approval of the training curriculum with the caveat that the course be six hours in length. However, if that isn't feasible, the Panel recommended that an additional sixth hour be added in order to encompass each specific agency's policy on the topic of "data collection", with the cost of that sixth hour borne by the agency.

In addition, the Panel recommended that the Train-the-Trainer course be mandatory for any potential facilitator.

The Panel made the further recommendation that POST give an official commendation to actor Edward James Olmos, who donated his time and talent to the production of the video.

Mr. Arriola also stressed that it was extremely important to the Panel that the Museum of Tolerance be part of the facilitator training.

Conclusion of the Public Hearing

There was no further testimony and the Public Hearing on the addition of Commission Regulation 1081(a)(33) was concluded.

Pursuant to California Code of Regulations, which requires POST to list each objection or recommendation made by the public, how the proposed action is to be changed to accommodate each concern or recommendation, or the reasons for making no change, the Chairman called upon staff to address each concern or recommendation presented.

The Executive Director began by addressing the written communications received by POST.

Paul W. Butler, Chief of Police, Glendora Police Department wrote stating the following concerns and issues regarding this proposal:

- From attendance at an oral presentation at the Museum of Tolerance in Los Angeles he feels that criminal profiling, not racial profiling, should be used as a tool to discover and detect criminal behavior.
- He feels that a four-hour course is unnecessary training in a subject so fundamental to our charge as upholders of the Constitution. This training would treat all officers as though they are guilty of misconduct.

- This mandate can be better served by alternate delivery methods such as a video course or by a two-hour class. By making this a four-hour course POST will increase the amount of instruction time paid instructors when the ability to offset agency costs has shrunk.
- The refresher course should be combined with other required refresher training. He suggests that where previous ethic-based courses can be documented, those officers who have attended such courses should be permitted to meet this POST training requirement by the use of a one hour or less training video.
- Four hours to tell honest working cops that racial profiling is wrong, overstates the obvious.

POST's Response

- POST explained that the curriculum was designed around the mandates of SB 1102, which requires specific topics and the use of interactive, adult experiential learning achieved through facilitated discussions. The Museum of Tolerance Tools programs and other hate crimes curriculum do not meet these requirements and can't be substituted.
- With the completion of two pilot presentations it was found that four hours is not adequate and it is staff's recommendation that this course be a minimum of five hours.
- POST is familiar with unfunded mandates and is empathetic to the hardships they place on our law enforcement agencies. It is, however, our responsibility to respond to legislation by creating the most effective courses to meet those mandates.
- Upon approval of this curriculum, it will be made available to all potential training presenters so they can request POST certification. A train-the-trainer course is a recommended requirement. If your agency elects not to send an officer to the train-the-trainer workshop, you may obtain a POST list of certified presenters in your area.
- Greater flexibility in instruction methodology is permitted under law with regard to refresher training. This training is required to be completed every five years and staff is recommending the training contain two topics: 1) Review of Applicable Initial Training, and 2) Update on Changes in Law and Practices.

Chief Venegas wrote in favor of the proposed addition. His department states that by ensuring all officers are made aware of what constitutes "racial profiling" and how to be effective without the use of such profiles, California will lead the nation in providing professional and non-biased law enforcement to a very diverse population.

POST's response was to write a letter thanking Chief Venegas for his support.

Staff response to the comments made by Mr. Arriolo on behalf of the Racial Profile Panel

- With respect to the length of each training class, although the pilot classes took longer than expected, the material was unfamiliar to instructors. We are confident that after the

trainers have completed the train-the-trainer workshop they will move through the curriculum more quickly and will be able to stay within the five hours.

- It is expected that the trainers will wish to proceed further in order to include their locally determined collection data and departmental policy. However, the curriculum is not designed to cover local policy and data collection.
- In deference to recommendations made by the Racial Profile Panel, the curriculum was designed to include references to data collection, not only in the handouts for students, but also in the Facilitator's Guide. However, it is the goal of the training to focus on the legal, moral and ethical aspects of racial profiling and not divert attention to the technical aspect of data collection.
- With respect to the participation of the Museum of Tolerance with the train-the-trainer workshops, the Museum has been heavily involved in that project, and, in fact, will be coordinating the presentations. Staff has developed class material that is currently in draft form that will be reviewed by the Museum.
- In regard to course materials, it became apparent during the pilot programs that students needed material to take away with them from the training, in terms of definitions, key instruction points, etc. Hence, such material is in the process of being developed and will be distributed at the train-the-trainer workshops as recommended handouts for students.

Response to Chief Venegas' Second Letter

- The definition of "Racial Profiling" has been discussed extensively in various meetings. After much deliberation, it has been determined that the proper focus should be upon the specific language set forth in the law. It was further noted that the paragraph referred to by Chief Venegas was not meant as an alternative definition but rather as a teaching point surrounding the 14th Amendment. The training has been designed to address the 14th Amendment concerns of Chief Venegas.

MOTION - Hawkins, Second - Sampson, carried unanimously to approve the curriculum with the training to be five hours in length, and with the trainers and staff to continue to review the program to ensure the length of time is sufficient.

Report of the Nominating Committee and Election of New Officers

Due to the fact that Commissioner Baca was required to leave the meeting early, recommendations for new officers were presented out of agenda order.

Commissioner Laurie Smith, Chairman of the Nominating Committee, reported that the Committee was comprised of Commissioners Rana Sampson, Patrick Boyd, and herself. The Committee's nominations were as follows:

- o Chair, Joe Flannagan
- o Vice-Chair, James P. Fox

Commissioner Smith stated that the nominations were not unanimous and that Commissioner Rana Sampson had held the dissenting opinion.

Commissioner Sampson stated that she agreed on the recommendation of Joe Flannagan as Chairman, but it was her wish that the Nominating Committee recommend Patrick Boyd as Vice-Chairman. She stated that because of current changes and issues facing the Commission, it would be beneficial to have a Vice-Chairman that was actively involved in policing.

MOTION - Smith, Second - Baca, carried unanimously to approve recommendations of the Nominating Committee to elect Joe Flannagan Chairman and James Fox, Vice Chairman for the upcoming year.

BASIC TRAINING BUREAU

D. Report on Proposed Changes to POST's Field Training Program Requirements

Staff reported that this proposal sought to modify Regulations 1004, 1005, and Procedure D-13, relating to field training programs. The field-training program has been in place since 1997 and is recognized as the second part of the Basic Training requirement. In collaboration with the Field Training Officers Advisory Council, staff has developed several recommendations in an effort to meet law enforcement's changing needs. Included in the proposed changes would be mandating the 24-hour Field Training Supervisor/Administrator/Coordinator (SAC) Course for supervisors and managers of field training programs, and a 24-hour Field Training Officer Update course with a requirement that it be completed by Field Training Officers once every three years. Technical changes include modifying the definition of general law enforcement uniformed patrol duties, moving regulatory language from Procedure D-13 to Regulations 1004 and 1005, and adding specific components of leadership, ethics, and community policing.

MOTION - Boyd, Second - Sampson, carried unanimously, to schedule this issue for a public hearing at the July 2002 Commission meeting.

E. Integrating Ethics, Leadership, and Community Policing Throughout the Basic Course Curriculum

One of POST's proposed Strategic Plan objectives is to integrate Leadership, Ethics and Community Policing into POST's mandated courses, including the Regular Basic Course.

Staff reported that a Steering Committee comprised of academy directors, agency executives, organization representatives and other recognized experts, has provided general guidelines, scope, and advisory direction, as well as review project findings and adopt recommendations. Integrating leadership, ethics and the community policing core elements in addition to problem-solving strategies and police-community partnerships were endorsed by the Steering Committee as critical priorities to be incorporated into the Regular Basic Course.

The Steering Committee endorsed 27 recommendations ranging from selection criteria for peace officer candidates, to implementation components for a plan to integrate leadership, ethics and community policing throughout the entire curriculum of the basic course. The Subject Matter Expert Committee reviewed the 41 Learning Domains of the existing basic course and recommended approximately 342 curriculum modifications to inculcate the desired traits and

competencies of leadership, ethics and community policing, as well as effective training deliveries in the techniques, practices and principles inherent in those disciplines.

MOTION - Sampson, Second - Hunt, carried unanimously to approve the plan to integrate the principles of leadership, ethics, and community policing throughout the entire Regular Basic Course curriculum.

F. Contract Extension for POST Management Fellow-Basic Training Bureau; Integrating Leadership, Ethics and Community Policing Throughout the Basic Course

At the January 2001 Commission meeting, the Commission authorized the Executive Director to contract for the services of a Special Consultant to coordinate developing a plan to integrate leadership, ethics and community policing throughout basic training. Staff reported that Special Consultant, Dan Toomey, began working on this project in April 2001 while assigned to the Basic Training Bureau.

The elements of leadership, ethics and community policing will be implemented throughout the 41 Learning Domains of the Basic Course. It is anticipated that this will take approximately five years and require additional staff. Staff recommends extending the contract of the current Special Consultant, Dan Toomey. Mr. Toomey has acquired considerable knowledge on these issues and his expertise would expedite implementation of this effort.

Jim Fox, Chairman of the Finance Committee, reported that the Committee met the previous day and recommended approval on this item.

MOTION - Hunt, Second - Flannagan, carried unanimously by ROLL CALL VOTE to authorize the Executive Director to extend the existing contract with the Department of Alcoholic Beverage Control an additional year for the services of a Special Consultant for the purposes of continuing to integrate the principles and competencies of Leadership, Ethics and Community Policing throughout the entire Basic Course curriculum for a cost not to exceed \$130,000 for salary and benefits.

EXECUTIVE OFFICE

G. Proposed Changes to POST's Strategic Plan

At its January 31, 2002, meeting, the Commission authorized staff to proceed with the biannual updating of POST's Strategic Plan. The recurring process for securing input from POST's clients, partners, and staff was used and resulted in proposed changes to the plan. The Commission's Long Range Planning Committee also reviewed the proposed changes at its March 7 meeting.

Staff reported that the proposed changes include 11 objectives recommended for deletion because they have been implemented. 19 objectives are recommended for modification primarily because of performance measures, which need updating. 25 new objectives are recommended which represent the needs of POST's clients and partners. These proposals for change reaffirm POST's general direction to continue to "raise the bar" on POST's standards and services.

There was a lengthy discussion concerning the Objective A.10, "Implement the revised Supervisory Course Curriculum".

MOTION - Sampson, Second - Hunt, carried unanimously, to allow presentation of the revised curriculum if the presenter will absorb the costs.

MOTION - Boyd, Second - Fox, carried unanimously, to approve changes to POST's Strategic plan and authorize the Executive Director to transmit copies to the Governor's Office and the State Department of Finance.

STANDARDS AND EVALUATION BUREAU

H. Proposed Amendment to Continuing Professional Training Requirement

Staff presented this proposal to amend Procedure D-2, which will eliminate the requirement for POST approval of course-presenter-developed tests administered in lieu of perishable skills training. This will accomplish three objectives: 1) align our perishable skills testing with the current skills testing procedures in the Regular Basic Course; 2) allow POST to complete test development in the areas of skills training; and 3) allow our training institutions the flexibility to match testing with their particular course objectives. The goal is to blend the Regular Basic Course testing into the CPT training for perishable skills. When that is accomplished, POST would offer its testing procedures to the academies and agencies.

There was a lengthy discussion concerning this issue.

MOTION - Sampson, Second - Fox, carried (to approve the amendment of Commission Procedure D-2, pending the outcome of the Notice of Proposed Regulatory Action process.
(Opposed: Cobb, Hunt)

TRAINING/DELIVERY

I. Anti-Terrorism Training Delivery Plan

Staff reported on the anti-terrorism training provided to California public safety professionals. To date, 180 instructors have received the training. At the completion of the program, 360 instructors will have been trained and prepared to present the training in their geographic regions.

MOTION - Sampson, Second - Hawkins, carried unanimously, to approve the Anti-Terrorism Training Delivery Plan.

J. Augmentation of Contracts with the San Jose Police Department and the West Covina Police Department for Perishable Skills Training for Fiscal Year 2001/2002.

Since January 1, 2002, the perishable skills program requires peace officers to complete 14 hours of psychomotor based training every 24 months as part of the POST Continuing Training requirement. Since the passage of this requirement, the call for simulator training has increased considerably. San Jose Police Department and West Covina Police Department are currently two of only three certified presenter agencies to deliver simulator instructor training. Both

agencies have exceeded their authorized training funds and are requesting additional funds to supplement their training needs prior to June 30, 2002.

Commissioner Fox, Chairman of the Finance Committee indicated that the Committee had recommended approval of this item.

MOTION - Hawkins, Second - Sampson, carried unanimously by ROLL CALL VOTE, to authorize the Executive Director to amend the FY 2001-2002 contracts with the San Jose and West Covina Police Departments for additional funding for each department to train 24 additional instructors in an amount not to exceed \$29,976.00.

TRAINING PROGRAM SERVICES

K. Report to the Legislature on POST's Multimedia Training Program

The Joint Legislative Budget Committee has required POST to report no later than June 30, 2002, on the application of new technology in law enforcement training. Staff presented a report describing the application of new technology in law enforcement training, which addresses the requirement of the Joint Legislative Budget Committee. Additionally, staff reported that TPS is doing an additional survey of the appropriateness of CD ROM training as opposed to DVD. Staff will study this issue and report back to the Commission by December 31, 2002.

MOTION - Sampson, Second - Fox, carried unanimously, to authorize the Executive Director to submit the report to the Joint Legislative Budget Committee.

L. Request for Contract Amendment for Additional Identity Theft Courses

The San Diego Regional Training Center (SDRTC) and the San Jose State University Foundation (SJSU) have presented the authorized number of identity theft courses. A growing need for this training has resulted in lengthy waiting lists at each location. Staff recommends two additional presentations at each site in this fiscal year.

Commissioner Fox indicated that the Finance Committee has recommended approval of this item.

MOTION - Hawkins, Second - Fox, carried by ROLL CALL VOTE, to authorize the Executive Director to amend the FY 2001-2002 contracts with SDRTC and SJSU to conduct four additional Identity Theft Course presentations (two at each location) during this fiscal year for an amount not to exceed \$92,000. (**Abstained: Sampson, Smith**)

M. Proposal to Require Completion of the Train-the-Trainer Workshop for Racial Profile Instructors and Facilitators

Staff reported that the Racial Profiling Course has been recognized as containing subject matter that is both highly sensitive and complex, and requires instructors to possess special knowledge and skills. Prior to serving as course instructor for the Racial Profiling course, PAM Regulations 1070 and 1082, require completion of an instructor-development training course.

The Chairman recognized Chris Arriola, Governor's Panel on Racial Profiling. Mr. Arriola requested clarification of the precise role the Museum of Tolerance was to take in implementing the Train-the-Trainer Workshops. It was explained by staff that the training is to be offered under the auspices of POST in collaboration with the Museum of Tolerance. POST is responsible for all aspects of the training, including the Train-the-Trainer course. In further clarification, staff advised that the Museum has been asked to present the Train-the-Trainer course under the direction of POST and, currently, POST has contracted with the Museum for a minimum of five presentations for both FY 2001/02 and FY 2002/03.

MOTION - Sampson, Second - Boyd, carried unanimously, to approve requirement of the Train-the-Trainer Workshop for Racial Profile Instructors and Facilitators.

N. Proposed Contracts Extending POST Management Fellow for Regional Skills Training

Staff reported that POST entered into a one-year interagency agreement with Los Medanos College for the services of Mr. Ollie Sansen, as a Management Fellow for Regional Skills Training, through August 2002. Many training sites are just beginning to receive their perishable skills equipment and will require on-site assistance as equipment is delivered. It is essential that a full time staff member continue to be available to provide developmental assistance. Hence, it was requested that Mr. Sansen's contract be extended through August 31, 2003.

MOTION - Fox, Second - Smith, carried by ROLL CALL VOTE to authorize the Executive Director to enter into a one-year interagency agreement with Los Medanos College for the continued services of Mr. Ollie Sansen beginning September 1, 2002, through August 31, 2003, in an amount not to exceed \$105,000, including salary and benefits. (Abstained: Sampson)

O. Robert Presley ICI Contract Request - RenTech Computer Rental Company

It was reported that after an evaluation, it has been determined that POST can contract with RenTech Computer Company to supply computers, and all needed services, for courses within the Robert Presley Institute of Criminal Investigation (ICI) Program, at a cost savings of approximately \$1,500 per course.

Commissioner Fox indicated that the Finance Committee has recommended approval of this item.

MOTION - Sampson, Second - Fox, carried unanimously by ROLL CALL VOTE to authorize the Executive Director to enter into a contract with RenTech Computer Rental Company (RenTech) to supply all the computers for courses within the Robert Presley Institute of Criminal Investigation Program at a cost not to exceed \$35,000.

P. Request for Amendment to Existing Interagency Contract for Extension of Clerical Support Position for the Violence Against Women Act Grant

In August 1997, the Commission approved acceptance of a VAWA Law Enforcement Grant in the amount of \$2,929,112. Over the past four years, the Commission has approved additional augmentations to the grant bringing the current total to \$7,045,997.

As part of the funding approved in July 2001, \$18,000 was allotted for a part time clerical support person to be contracted through SDRTC. The funds for this position will be expended by March 31, 2002. However, the grant was recently extended by OCJP and the clerical position will be necessary to assist POST staff in completing the work agreed upon in the grant contract.

Commissioner Fox indicated that the Finance Committee has recommended approval of this item.

MOTION - Flannagan, Second - Hawkins, carried by ROLL CALL VOTE, to authorize the Executive Director to amend the existing contract with San Diego Regional Training Center to extend the clerical support position for the grant in an amount not to exceed \$12,012.40.

(Abstained: Sampson)

COMMITTEE REPORTS

Q. Long Range Planning Committee

Chairman Kolender, Chairman of the Long Range Planning Committee, reported that the Committee had met on March 7, 2002, in San Diego. He noted that all issues contained in the Long Range Planning Report had already been thoroughly discussed during the present Commission meeting.

MOTION - Smith, Second - Sampson, carried unanimously, to approve the Long Range Planning Report of the meeting held March 7, 2002..

R. Finance Committee

Commissioner Fox, Chairman of the Finance Committee, reported that the Committee had met on Tuesday, April 9, 2002, in Culver City. In addition to the items already considered, the Committee discussed the following issues:

- Current Year Budget, Revenue and Expenditure Status
- The Committee reviewed the third quarter financial report. The report indicates that revenue received for the first six months of the fiscal year is slightly less than anticipated and less than received during this period last year. This decrease is because POST will not receive \$14 million this year from the Driver Training Penalty Assessment Fund, as it has in past years.
- The Committee also reviewed projected expenditures for the balance of this fiscal year, and recommended approval of the New Expenditure items. **(Commissioner Boyd abstained on Item J; Commissioner Sampson abstained on Items L, N, and P)**
- The Committee also received a status report on the proposed FY 02-03 budget that is currently before the Legislature.

Staff reported that the following contracts have been negotiated, as authorized by the Commission in January 2002:

Training and Standards Contracts

1)	Foundation for Criminal Justice Research and Training at California State University-Long Beach to present the Sherman Block Supervisory Leadership Institute (SBSLI) for FY 2002/03.	\$1,391,540.00
2)	San Diego Regional Training Center to present the Command College and area Chief Executive Workshops for FY 2002/03.	544,699.00
3)	San Diego Regional Training Center to present the Labor/Management courses for FY 2002/03.	84,499.00
4)	San Diego Regional Training Center, CSU-Long Beach, CSU-San Jose, and CSU-Humboldt for 28 presentations for the Management Course for FY 2002/03.	749,071.00
5)	Santa Rosa Regional Training Center/Santa Rosa Community College to provide support for the Executive Development Course for FY 2002/03.	160,545.00
6)	FY 2002/03 <i>Case Law Today</i> Programs	132,000.00
7)	FY 2001/02 Telecourse Programs	1,680,847.00
8)	MIDP Contract for FY 2002/03	297,530.00
9)	Office of State Publishing FY 2002/03	105,200.00
10)	Robert Presley ICI - San Diego Regional Training Center	476,770.00
11)	Robert Presley ICI - California State University at San Jose	519,265.00
12)	Robert Presley ICI - California State University at Sacramento	420,241.00
13)	Robert Presley ICI - Los Angeles County Sheriff's Department	80,000.00
14)	Robert Presley ICI - Los Angeles Police Department	107,856.00
15)	Robert Presley ICI - San Francisco Police Department	100,000.00
16)	Robert Presley ICI - State Center Regional Training Facility (Fresno City College)	60,750.00
17)	Museum of Tolerance for the delivery of Tools for Tolerance for Law Enforcement for FY 2002/03	1,556,000.00

18)	Entry Level Dispatcher and PC 832 Testing Programs	297,767.00
19)	POST Entry Level Law Enforcement Examination	149,923.00
20)	POST Proficiency Test Examination Services	56,494.31
21)	Continuance to present Basic Narcotic, Basic Motorcycle, Update Course, and the Basic Driver Training for FY 2002/03	2,263,843.00
22)	Continuance to present Driver Training Simulator and Force Option Simulator Training for FY 2002/03	3,397,858.00
23)	Continuance to present Driver Training Simulator Instructor and Force Option Simulator Instructor Training for FY 2002/03	189,280.00
24)	Interagency Agreement with the Department of Justice to Provide Training to Local Law Enforcement	2,209,913.00
25)	Interagency Agreement with the California State University-Sacramento, Regional & Continuing Education, to provide training in a series of crime analysis courses.	133,852.00

Administrative Contracts

1)	State Controller's Office Agreement for Auditing Services	85,000.00
2)	Davisville Travel Contracts	84,000.00
3)	Interagency Agreement with Teale Data Center	80,000.00
4)	Contract with CSUS Foundation for Student Assistant Services	15,000.00
5)	Health and Welfare Data Center - CALSTARS Support	38,000.00
6)	Contract for Library Subscription Services	<u>19,000.00</u>

Total: \$17,486,743.31

Commissioner Fox reported that the Finance Committee recommended approval on all of the recurring contracts listed above.

MOTION - Smith, Second - Sampson, carried unanimously by ROLL CALL VOTE to approve the renewal of the contracts, with staff directed to: (1) provide a more detailed report with respect to Item 2 (*Contracts for Law Enforcement Command College and Executive Training - FY 2002/03*); and (2) provide more refined details with respect to all recurring contracts in the future.

S. Advisory Committee

Alex Bernard, Vice Chair of the Advisory Committee, reported on the actions of the Advisory Committee meeting held on April 9, 2002, in Culver City.

MOTION - Cobb, Second - Hawkins, carried unanimously, to approve the report.

T. Legislative Review Committee

Commissioner Laurie Smith, Chair of the Legislative Review Committee, reported that the Committee met that morning at 8:30, at the Ramada Plaza Hotel in Culver City.

Alan Deal, POST staff, stated that there are currently five active bills that have implications for POST. The committee discussed those measures and an official position was recommended for each proposal.

- AB 2099 (Diaz) - Anti-Terrorism grant program to fund training related to law enforcement and provide for equipment.
Recommended Position: Oppose unless amended.
- AB 2133 (Goldberg) - Racial Profiling
Recommended Position: Oppose
- AB 2486 (Keeley) Environmental Prosecution
Recommended Position: Support
- SB 1252 (Alarcon) Tribal Justice Task Force
Recommended Position: Oppose unless amended
- SB 1902 (Monteith) Child Abduction Investigators
Recommended Position: Oppose unless a feasibility study is conducted
- The Committee also considered the Maddy Emergency and Trauma Services Act Initiative update. Funding for the operation of this proposal will reduce various state and local penalty revenues up to \$100,000,000, which would have a tremendous financial impact upon POST.

The current state of this initiative is uncertain, however, if it begins to move forward, staff will suggest recommended positions.

In addition, the Committee discussed six legislative training mandates that would impact POST:

- AB 74 (Washington) Communications Interception - Unfunded mandate.
- AB 2021 (Nakano) Transnational Intelligence Gathering for Patrol Officers and Investigation - No funding to date for POST but author has indicated that POST may submit a budget.

- AB 2133 (Goldberg) Racial Profiling - Unfunded mandate.
- AB 2486 (Keeley) Environmental Law - Would have funding to cover costs.
- SB 1252 (Alarcon) Tribal Justice Task Force - Unfunded mandate.
- SB 1350 (McPherson/Burton) First Responder Training - Funds are currently being sought to assist POST in delivery of training.

MOTION - Boyd, Second - Sampson, carried unanimously, to accept the Legislative Committee Report.

OLD/NEW BUSINESS

Commendations

MOTION - Boyd, Second - Sampson, carried unanimously, to approve a Resolution for Janice Bullard, POST Staff Consultant, in commendation for her outstanding work on the Racial Profile Training.

MOTION - Boyd, Second - Sampson, carried unanimously, to approve a letter of appreciation to Edward J. Olmos for his participation in the Racial Profile training videos.

Future Commission Meeting Dates

The July 2002 meeting was rescheduled from Thursday, July 18, 2002, to Wednesday, July 17, 2002. The location will remain the Hyatt Regency Hotel, Burlingame.

The last meeting for this calendar year will be November 21, 2002, at the Hyatt Regency Hotel in Monterey.

Commission meeting dates for 2003 are scheduled as follows:

January 30, 2003
April 17, 2003
July 17, 2003
October 16, 2003

Adjourned: 1:45 P.M.

Respectfully submitted,



Anita Martin
Administrative Assistant

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Course Certification/Decertification Report		Meeting Date July 17, 2002
Bureau Training Delivery Bureau	Reviewed By Tom Hogg Chief	Researched By Rachel S. Fuentes
Executive Director Approval <i>Kenneth J. O'Brien</i>	Date of Approval 6-24-02	Date of Report June 23, 2002
Purpose <input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

The following courses have been certified or decertified during the fourth quarter of the FY 2001-02.

CERTIFIED

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
1. Critical Incident Instructor	Placer Co. S.D.	Technical	IV
2. Skills & Knowledge Modular Training	San Diego D.A.'s Office	Technical	IV
3. Skills & Knowledge Modular Training	Pinole P.D.	Technical	IV
4. Child Abuse Update	Imperial Co. D.A.'s Office	Technical	IV
5. Firearms/Tactical Rifle	U.C. Davis P.D.	Technical	N/A
6. Search & Rescue Techniques	San Bernardino Co. S.D.	Technical	N/A
7. Defensive Tactics Instructor Update	Ray Simon CJTC	Technical	II*
8. Critical Incident Instructor	South Bay Regional PSTC	Technical	IV
9. Elderly Abuse Investigation	Siskiyou Co. S.D.	Technical	IV
10. Driver Training Simulator Instr.	San Jose P.D.	Technical	II*
11. Arrest & Control (PSP)	San Joaquin Co. S.D.	Technical	II*
12. Arrest & Control (PSP)	Kern Co. S.D.	Technical	II*
13. Arrest & Control (PSP)	Turlock P.D.	Technical	II*
14. Interpersonal Communications (PSP)	Fresno P.D.	Technical	II*
15. Basic Course Instructor Validation	Sacramento Co. S.D.	Technical	IV

*Back-fill approved courses

CERTIFIED (Continued)

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
16. Firearms (PSP)	Beverly Hills P.D.	Technical	II*
17. Arrest & Control (PSP)	Beverly Hills P.D.	Technical	II*
18. Driver Training (PSP)	Beverly Hills P.D.	Technical	IV
19. Arrest & Control (PSP)	Santa Ana P.D.	Technical	IV
20. Firearms (PSP)	Foster City P.D.	Technical	II*
21. Campus Law Enforcement	Sacramento Regional PSTC	Technical	IV
22. Force Option Simulator	Butte College TC	Technical	II* (contract)
23. Driver Training (PSP)	Fremont P.D.	Technical	IV
24. Interpersonal Communications (PSP)	Berkeley P.D.	Technical	IV
25. Driver Training Simulator	Fresno P.D.	Technical	II* (contract)
26. COP/Ethics & Integrity for Supervisors	RCPI, Sacramento P.D.	Technical	IV
27. Arrest & Control (PSP)	Tustin P.D.	Technical	IV
28. Arrest & Control Techniques (PSP)	Int' Police Def.Tactics Inst.	Technical	II*
29. Skills & Knowledge Modular Training	Truckee P.D.	Technical	IV
30. Force Option Simulator	College of the Redwoods	Technical	II*
31. Arrest & Control (PSP)	Santa Barbara P.D.	Technical	II*
32. Crime Scene Investigation (Extended)	Allan Hancock College	Technical	N/A
33. Arrest & Control (PSP)	Tustin P.D.	Technical	IV
34. Dispatcher in Emergency Management	Yolo Co. Communications	Technical	IV
35. Firearms (PSP)	Los Angeles P.D.	Technical	II*
36. Arrest & Control (PSP)	Foster City P.D.	Technical	II*
37. Elderly Abuse	Nevada County S.D.	Technical	IV
38. Reporting Writing - Extended	Atherton P.D.	Technical	N/A
39. Driving Training Simulator	Ventura Co. RCJTC	Technical	I* (Contract)

*Back-fill approved courses

CERTIFIED (Continued)

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
40.	Crime Prev.-Adv.- Environ Design	South Bay Regional PSTC	Technical	IV
41.	Tactical Operation	Monterey County S.D.	Technical	IV
42.	Personal Watercraft for LE	CA Dept. Of Boating	Technical	IV
43.	Level I Modular Training	Sacramento Co. S.D.	BC Modular Format	N/A
44.	Tactical Communications (PSP)	Orange P.D.	Technical	IV
45.	Arrest & Control (PSP)	Orange P.D.	Technical	IV
46.	Firearms (PSP)	Orange P.D.	Technical	IV
47.	Water Safety/Victim Rescue	CA State Parks	Technical	IV
48.	Arrest & Control Instructor	Allan Hancock College	Technical	IV
49.	Dispatcher, Public Safety	Contra Costa Co. S.D.	Technical	IV
50.	Arrest & Control (PSP)	Burlingame P.D.	Technical	II*
	Tactical Response School Comm. Viol.	Belmont P.D.	Technical	IV
52.	Traffic Collision Inv. - Advanced	Sacramento Regional PSTC	Technical	IV
53.	Basic Course - Intensive	Contra Costa Co. S.D.	Basic Course	IV
54.	Peer Support: Suicide in L.E.	The Counseling Team	Technical	IV
55.	Traffic Collision Inv. - Intermediate	Sacramento Regional PSTC	Technical	IV
56.	Search Warrant Arrest - High Risk	South Bay Regional PSTC.	Technical	IV
57.	Leadership Effectiveness	Ventura Co. RCJTC.	Supv. Trng.	N/A
58.	Emergency Vehicle Resp. Control Supv.	Sacramento Co. S.D.	Technical	IV
59.	Civil Process	Contra Costa County S.D.	Technical	IV
60.	Firearms (PSP)	Torrance P.D.	Technical	IV
61.	Firearms (PSP)	Fremont P.D.	Technical	IV
62.	Bicycle Patrol	Santa Barbara P.D.	Technical	IV
	Firearms/Fully Auto Weapons	Lassen College	Technical	IV

*Back-fill approved courses

CERTIFIED (Continued)

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
64.	Firearms/Tactical Handgun Instructor	Lassen College	Technical	II*
65.	Defensive Tactics Instructor Update	San Francisco P.D.	Technical	II*
66.	Driver Awareness Update	Placer Co. S.D.	Technical	II*
67.	Identity Theft Inv. (ICI)	CSU, San Jose	Technical	III (Contract)
68.	Force Option Simulator	Redding P.D.	Technical	II* (Contract)
69.	Force Option Simulator	Ventura Co. CJTC	Technical	II* (Contract)
70.	Explosive Recog. -1 st Responder	Sonoma Co. S.D.	Technical	IV
71.	Arrest & Control (PSP)	El Cajon P.D.	Technical	IV
72.	Critical Incident Instructor	Yolo Co. S.D.	Technical	IV

There was no additional IVD/CD ROM courses certified as of 6-21-02. To date, 288 IVD/CD ROM certified presenters have been certified and 1,098 IVD/CD ROM courses certified.

73- 80 There was 8 additional Telecourses certified as of 6-21-02. To date, 479 Telecourse presenters have been certified.

DECERTIFIED

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
1.	Team Building Workshop	Mulder, Armand E.R	TBW	III
2.	Team Building Workshop	Larry Grant	TBW	III
3.	Team Building Workshop	Brown, Robert E. & Associates	TBW	III
4.	Arrest/Control Techniques Update	Santa Barbara P.D.	Technical	II*
5.	Skills & Knowledge Modular Trng.	Los Medanos College	Technical	IV
6.	Arrest and Firearms (PC 832)	Los Medanos College	P.C. 832	IV
7.	Records, Supervisor	Los Medanos College	Technical	IV
8.	Executive Secretary Course	Los Medanos College	Technical	N/A

*Back-fill approved courses

DECERTIFIED (Continued)

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
9.	Traffic Collision - Reconstruction	Los Medanos College	Technical	IV
10.	Traffic Collision - Skidmark Analysis	Los Medanos College	Technical	IV
11.	Traffic Collision - Investigation, Adv.	Los Medanos College	Technical	IV
12.	Traffic Collision - Computer Diagram	Los Medanos College	Technical	IV
13.	Traffic Collision Investigation	Los Medanos College	Technical	IV
14.	Sexual Assault Investigation	Los Medanos College	Technical	II*
15.	Records	Los Medanos College	Technical	IV
16.	Homicide Investigation	Los Medanos College	Technical	IV
17.	Field Training Officer	Los Medanos College	Technical	II*
18.	Field Training Officer Update	Los Medanos College	Technical	II*
19.	Analytic Interviewing	Los Medanos College	Technical	III
20.	Dispatcher Update, Public Safety	Los Medanos College	Technical	IV
21.	Dispatcher, Public Safety-Ext. Basic	Los Medanos College	Technical	IV
22.	Dispatcher, Public Safety	Los Medanos College	Technical	IV
23.	Civil Process (Marshal-Basic)	Los Medanos College	Technical	IV
24.	Training Conference	Los Medanos College	Technical	N/A
25.	Search Warrant and Arrest	Los Medanos College	Technical	IV
26.	Baton Instructors Update	Los Medanos College	Technical	II*
27.	Radar Operator	Los Medanos College	Technical	IV
28.	Gang Awareness Update	Los Medanos College	Technical	II*
29.	Child Abduction Investigation	Los Medanos College	Technical	IV
30.	Critical Incident Management Update	Los Medanos College	Technical	IV
31.	Officer Involved, Fatal Incidents	Los Medanos College	Technical	IV
32.	Defensive Tactics, Instructor Update	Los Medanos College	Technical	II*

*Back-fill approved courses

DECERTIFIED (Continued)

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
33.	Driver Training Update	Los Medanos College	Technical	I*
34.	Driver Awareness Instructor	Los Medanos College	Technical	I*
35.	First Aid/CPR Instructor	Los Medanos College	Technical	IV
36.	Instructor Development - Extended	Los Medanos College	Technical	N/A
37.	Driver Training Instructor	Los Medanos College	Technical	I*
38.	Defensive Tactics Instructor	Los Medanos College	Technical	II*
39.	Baton Instructor	Los Medanos College	Technical	II*
40.	Driver Training (EVOC) Update	Los Medanos College	Technical	I*
41.	Force Option - Simulator	Los Medanos College	Technical	II*
42.	Driver Training - Simulator	Los Medanos College	Technical	II*
43.	Driver Training - Simulator, Instructor	Los Medanos College	Technical	II*
44.	Driving/Force Option Sim. Combo	Los Medanos College	Technical	II*
45.	Dispatch Supervisory Update	Los Medanos College	Technical	IV
46.	SEMS/Critical Incident, Tact. Cmdr.	Los Medanos College	Technical	IV
47.	Supervisory Course	Los Medanos College	Sup. Course	IV
48.	Advanced Officer Course	Los Medanos College	AO	IV
49.	Basic Course - Intensive	Los Medanos College	Basic Course	IV
50.	Telecourse	Los Medanos College	Technical	N/A
51.	Skills & Knowledge Modular Training	CSU, Dominguez Hills P.D.	Technical	IV
52.	Firearms/Long Rifle	San Luis Obispo P.D.	Technical	IV
53.	Skills & Knowledge Modular Training	San Luis Obispo P.D.	Technical	IV
54.	Skills & Knowledge Modular Training	Newark P.D.	Technical	IV
55.	Court & Temporary Holding Facility	Newark P.D.	Technical	IV
56.	Leadership Effectiveness	Newark P.D.	Supv. Trng.	N/A

*Back-fill approved courses

DECERTIFIED (Continued)

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
57.	Supervisory Update	Newark P.D.	Supv. Trng.	IV
58.	Training Conference	Alameda P.D.	Technical	N/A
59.	Skills & Knowledge Modular Training	Ohlone College	Technical	IV
60.	Dispatcher Update, Public Safety	East Bay Reg. Park Dist. P.D.	Technical	IV
61.	Boating: Skills Ops/Enforce. Stops	East Bay Reg. Park Dist. P.D.	Technical	IV
62.	Driver Training Instructor	Sacramento P.D.	Technical	II*
63.	Spanish for L.E. - Basic	Sacramento P.D.	Technical	N/A
64.	Driver Training - Simulator	Sacramento P.D.	Technical	II*
65.	Fraud/Forgery Inv. - Basic	CA Dept. of Insurance	Technical	IV
66.	CCI - DNA PCR Str Analysis Typing	CA Criminalistic Institute	Technical	IV
67.	CCI - Lab Safety, Supervisors	CA Criminalistic Institute	Technical	IV
68.	Firearms/Tactical Rifle	Folsom P.D.	Technical	II*
69.	Reserve Training Module D	Yuba College	BC - Reserve Format	N/A
70.	Arrest & Control Techniques	Yuba College	Technical	II*
71.	Dispatcher Orientation	Yuba College	Technical	IV
72.	Interview & Interrogation Techniques	Yuba College	Technical	N/A
73.	Cultural Diversity	Yuba College	Technical	IV
74.	Spanish for LE - Basic	Yuba College	Technical	N/A
75.	Dispatcher, Med Emer Pub Safety	Yuba College	Technical	IV
76.	Firearms/Tactical Shotgun	Yuba College	Technical	IV
77.	Firearms/Ofcr. Survl Shooting	Yuba College	Technical	IV
78.	Baton/Impact /Weapon	Yuba College	Technical	II*
79.	Canine Handler Update	Yuba College	Technical	II*
80.	Serial/Arson Analysis & Planning	Shasta College	Technical	II*

*Back-filled approved courses

DECERTIFIED (Continued)

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
81. Interview & Interrogation	Shasta College	Technical	II*
82. Reserve Coordinator Update	Rocklin P.D.	Technical	IV
83. Defensive Tactics Instructor	South Lake Tahoe P.D.	Technical	II*
84. School Resource Officer	Chico P.D.	Technical	IV
85. Dispatcher Orientation	Yolo Co. Communications	Technical	N/A
86. Cultural Diversity	Lassen College	Technical	IV
87. Drug Influence - 11550 H&S	College of the Siskiyous	Technical	IV
88. Less Lethal Force Instructor	Davis P.D.	Technical	N/A
89. Instr. Development - Extended	Santa Rosa PSTC	Technical	N/A
90. Use of Force Update	Sonoma P.D.	Technical	N/A
91. Defensive tactics Instructor, Adv.	Alameda County S.D.	Technical	II*
92. Tactics - Dynamic Clearing	Alameda County S.D.	Technical	IV
93. Tactics Deliberate Entry/Clear	Alameda County S.D.	Technical	IV
94. Tactical Breaching	Alameda County S.D.	Technical	IV
95. Field Evidence Technician	Alameda County S.D.	Technical	N/A
96. Tactical Leadership	Alameda County S.D.	Technical	IV
97. Advanced Officer Course	Alameda County S.D.	Technical	IV
98. Leadership Effectiveness	Bay Area Rapid Transit P.D.	Supv. Trng.	N/A
99. Def. Tactics, Instr. - Trans.	Berkeley P.D.	Technical	N/A
100. Firearms/Semi-Auto Rifle	Richmond P.D.	Technical	N/A
101. Drug Influence - 11550 H&S	Lompoc P.D.	Technical	IV
102. Arrest/Control Techniques - Extended	Arroyo Grande P.D.	Technical	N/A
103. Defensive Tactics Instructor Update	Beverly Hills P.D.	Technical	II*
104. Gang Update - Cultural Relations	Rio Hondo RTC	Technical	IV

*Back-fill approved courses

DECERTIFIED (Continued)

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
105. Bicycle Patrol	Inglewood P.D.	Technical	IV
106. Civil Liability/Police Misconduct	Manhattan P.D.	Technical	N/A
107. Supervisory Update	Manhattan P.D.	Supv. Trng.	N/A
108. Training Conference	CA Sexual Assault Assn.	Technical	N/A
109. Traffic Control - Extended	Cerritos College	Technical	N/A
110. Report Writing - Extended	Cerritos College	Technical	N/A
111. Report Writing	Cerritos College	Technical	IV
112. Campus Law Enforcement	Cerritos College	Technical	IV
113. Environmental /Crimes Intro - T4T	CA Dept. of Air Resources	Technical	IV
114. Investigation Techniques, Adv.	CA Consumer Affairs - Dental	Technical	N/A
115. SEMS/Emergency Ops Procedures	CA Office of Emergency Serv.	Technical	IV
116. Public Speaking for L.E. Prof.	FBI, Sacramento	Technical	IV
117. Hostage Negotiation	FBI, Sacramento	Technical	IV
118. Explosive - Post Blast Inv.	FBI, Sacramento	Technical	IV
119. Crisis Negotiations, Adv.	FBI, Sacramento	Technical	IV
120. Training Conference	Human Rights/Fair Housing Commission	Technical	N/A
121. Fire Investigation IB	CA Dept. of Forestry-Arson/ Bomb Div.	Technical	IV
122. Terrorism - Emergency Response	CA Dept. of Forestry-Arson/ Bomb Div.	Technical	IV
123. Training Conference	CSU, San Bernardino	Technical	N/A
124. Supervisory Update	Corona P.D.	Supv. Trng.	N/A
125. Drug Influence - 11550 H&S	San Bernardino P.D.	Technical	IV
126. Cultural Awareness	San Bernardino P.D.	Technical	IV
127. Firearms/Shotgun Transition	San Bernardino P.D.	Technical	N/A

*Back-fill approved courses

DECERTIFIED (Continued)

<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
128. Advanced Officer Course	Ontario P.D.	AO	N/A
129. Supervisory Update	Ontario P.D.	Supv. Trng.	IV
130. COP/Comm. Oriented Policing	RCPI, Los Angeles S.D.	Technical	IV
131. COP/Team Building Workshop	RCPI, Los Angeles S.D.	Technical	N/A
132. Defensive Tactics Instr. Update	Los Altos P.D.	Technical	II*
133. Arrest & Firearms (P.C. 832)	San Mateo Co. S.D.	P.C. 832	IV
134. Officer Safety/Field Tactics	San Mateo Co. S.D.	Technical	II*
135. Defensive Tactics Update	San Mateo Co. S.D.	Technical	II*
136. Field Training Officer	Santa Barbara Co. S.D.	Technical	II*
137. Crime Scene Inv. - Adv.	Santa Barbara Co. S.D.	Technical	IV
138. Crime Scene Investigation	Santa Barbara Co. S.D.	Technical	IV
139. Leadership/Supervision Review	Santa Barbara Co. S.D.	Technical	IV
140. Driver Awareness Update	San Luis Obispo Co. S.D.	Technical	II*
141. Training Conference	Airborne L.E. Assn.	Technical	N/A
142. COP/Comm. Oriented Policing	Riverside Co. S.D.	Technical	IV
143. Crime Scene Inv.-Proc. Evidence	Riverside Co. S.D.	Technical	IV
144. Traffic Coll. - Photography	Riverside Co. S.D.	Technical	IV
145. Traffic Coll. Recon./Human Res.	Riverside Co. S.D.	Technical	IV
146. Crime Analysis	Riverside Co. S.D.	Technical	IV
147. Crime Scene Inv. - Adv.	Salinas P.D.	Technical	IV
148. Dispatcher Update - Public Safety	Atherton P.D.	Technical	IV
149. Network Communications Update	FBI, Los Angeles	Technical	IV
150. Financial Investigation	FBI, Los Angeles	Technical	IV
151. Hostage Negotiation	FBI, Los Angeles	Technical	IV

*Back-fill approved courses

DECERTIFIED (Continued)

	<u>Course Title</u>	<u>Presenter</u>	<u>Course Category</u>	<u>Reimbursement Plan</u>
152.	Fingerprint, Latent Dev. Tech.	FBI, Los Angeles	Technical	IV
153.	Armorer School - Semi Auto Pistol	FBI, Los Angeles	Technical	IV
154.	Physical Training - Instructor	South Bay Regional PSTC	Technical	IV
155.	Crowd Control Instructor	South Bay Regional PSTC	Technical	II*
156.	Victim Contact Skills	South Bay Regional PSTC	Technical	IV
157.	Basic Course - Extended	South Bay Regional PSTC	Basic Course	N/A
157.	Arson Investigation, Adv.	Monterey Peninsula College	Technical	IV
158.	Hate Crimes	Los Angeles Co. D.A.'s Office	Technical	IV
159.	Skills & Knowledge Modular Training	Los Angeles Co. D.A.'s Office	Technical	IV
160.	Bicycle Patrol	Glendale P.D.	Technical	IV
161.	Baton Update - Straight	Glendale P.D.	Technical	II*
162.	Baton Update (Side Handle)	Glendale P.D.	Technical	N/A
163.	Drug Influence - 11550 H&S	Glendale P.D.	Technical	IV
164.	Skills & Knowledge Modular Training	West Covina P.D.	Technical	IV
165.	Child Victim.-Multidis. Interview Update	Children's Institute Internat'l Southern California	Technical	IV
166.	COP/Comm. Oriented Policing	Irvine P.D.	Technical	IV
167.	Cultural Awareness	Garden Grove P.D.	Technical	IV
168.	Training Conference	National Tactical Officers Assn.	Technical	N/A
169.	Computer L.E. Methods	Imperial Valley College	Technical	N/A
170.	Bicycle Patrol	Imperial Valley College	Technical	IV
171.	Reserve Training Module D	San Diego Regional PSTI	BC-Reserve Format	N/A
172.	Officer Safety/Field Tactics Update	San Diego P.D.	Technical	I*
173.	Environmental Crime/Borders	San Diego P.D.	Technical	IV
174.	Dispatcher Update, Public Safety	Newport Beach P.D.		

*Back-fill approved courses

TOTAL CERTIFIED	<u>72</u>
TOTAL PROPOSITION 115 CERTIFIED	<u>0</u>
TOTAL TELECOURSES CERTIFIED	<u>8</u>
TOTAL IVD/CR-ROM COURSES CERTIFIED	<u>0</u>
TOTAL DECERTIFIED	<u>174</u>
TOTAL MODIFICATIONS	<u>180</u>

4,740 Skills & Knowledge Modules certified as of 6-23-02
 1,098 IVD/CR-ROM courses as of 6-23-02
 479 Telecourses as of 6-23-02
 2,810 Other Courses certified as of 6-23-02
 784 Certified Presenters

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title San Bernardino County District Attorney's Office - Child Support Division - Withdrawal from POST non-Reimbursable Program		Meeting Date July 17, 2002
Bureau Information Services Bureau	Reviewed By Paul M. Harman, Chief <i>Paul M. Harman</i>	Researched By <i>Robert Spurlock</i> Bob Spurlock
Executive Director Approval <i>Terrence J. O'Brien</i>	Date of Approval 6-19-02	Date of Report June 14, 2002
Purpose <input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE**, **BACKGROUND**, **ANALYSIS**, and **RECOMMENDATION**. Use additional sheets if required.

ISSUE

Remove the San Bernardino County District Attorney's Office - Child Support Division from the POST non-Reimbursable Program.

BACKGROUND

The San Bernardino County District Attorney's Office - Child Support Division separated its criminal and child support divisions effective July 1, 2001. Documentation from the San Bernardino County District's Office has been received advising POST of the action.

ANALYSIS

The Child Support Division is now under the County's Human Services System (DPSS), and is no longer answerable to the District Attorney.

The change will have no impact on the POST budget.

RECOMMENDATION

The Commission be advised the San Bernardino County District Attorney's Office - Child Support Division has been removed from the POST non-Reimbursable Program.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title NEW AGENCY - Burbank Airport Authority Police Department		Meeting Date July 17, 2002
Bureau Information Services Bureau	Reviewed By <i>Paul Harman</i> Chief	Researched By <i>Robert Spurlock</i> Bob Spurlock
Executive Director Approval <i>Ronald J. DiBari</i>	Date of Approval 6-26-02	Date of Report June 14, 2002
Purpose <input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION.** Use additional sheets if required.

ISSUE

The Burbank Airport Authority Police Department is seeking entry into the POST non-Reimbursable Program on behalf of its officers.

BACKGROUND

The agency appoints sworn officers under the authority of Penal code section 830.33(d) and has submitted the proper documentation supporting POST objectives and regulations. The agency operates under the Burbank, Glendale, Pasadena Airport authority.

ANALYSIS

The Burbank Airport Authority Police Department has 13 full-time officers and there is no fiscal impact.

RECOMMENDATION

The Commission be advised that the Burbank Airport Authority Police Department has been admitted into the POST non-Reimbursable Program consistent with Commission Policy.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Public Safety Dispatcher Program		Meeting Date July 17, 2002
Bureau Information Services Bureau	Reviewed By Paul Harman/Chief <i>Paul Harman</i>	Researched By Bob Spurlock <i>Bob Spurlock</i>
Executive Director Approval <i>Kenneth J. O'Brien</i>	Date of Approval 6-26-02	Date of Report June 24, 2002
Purpose <input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Acceptance of the Los Angeles County Office of Public Safety into the Public Safety Dispatcher Program.

BACKGROUND

The Los Angeles County Office of Public Safety has requested participation in the POST Reimbursable Public Safety Program pursuant to Penal Code Sections 13510(c) and 13525. The agency has expressed willingness to abide by POST Regulations and has passed an ordinance as required by Penal Code Section 13522.

There are currently 372 agencies participating in the program.

ANALYSIS

The agency presently employs full-time dispatchers. The agency has established minimum selection and training standards which equal or exceed the standards adopted for the program.

RECOMMENDATION

The Commission be advised that the subject agency has been accepted into the POST Reimbursable Public Safety Dispatcher Program consistent with Commission policy.

NEW AGENCIES IN THE PUBLIC SAFETY DISPATCHER PROGRAM

April 1, 2002 -June 30, 2002

<u>Name</u>	<u>Ord/Res/Letter</u>	<u>Entry Date</u>
Los Angeles County Office of Public Safety	Ord No. 2002-0018	4-25-02

There are currently 372 agencies participating in the program.

6-14-02



Resolution OF THE *Commission on Peace Officer Standards and Training* STATE OF CALIFORNIA

WHEREAS, Jan Bullard has served as the lead law enforcement consultant for POST's development of mandatory Racial Profiling training; and

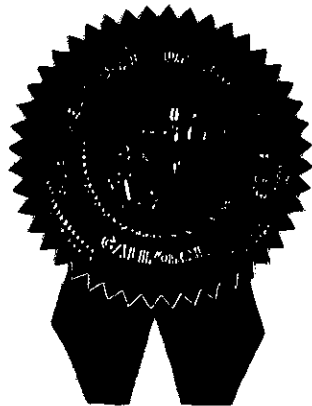
WHEREAS, her innovation and commitment to developing an effective training program has resulted in the development of quality training courses to meet Racial Profile training requirements for law enforcement agencies; and

WHEREAS, she facilitated the development of training workshops and special training manuals for Racial Profiling course facilitators to ensure quality and standardization of the curriculum; and

WHEREAS, she supervised pilot presentations of the Racial Profiling and the Trainers' Courses; and

WHEREAS, she was able to reconcile many diverse viewpoints on this training; now

THEREFORE BE IT RESOLVED, that the Commission on POST recognizes Jan Bullard's valuable contributions to the law enforcement profession and the citizens of California.



W. P. F. Hender
Chairman

Keneth J. O'Brien
Executive Director

5-6-02
Date



Resolution OF THE *Commission on Peace Officer Standards and Training* STATE OF CALIFORNIA

WHEREAS, B. Timothy Ryan is an Exercise Physiologist with impressive service to the law enforcement field; and

WHEREAS, he has served the Commission on Peace Officer Standards and Training in the capacity of a POST Management Fellow from July 8, 2001, through July 8 2002; and

WHEREAS, he was responsible for the management of a complex POST Pre-Academy Physical Fitness Assessment Project; and

WHEREAS, his work on every aspect of this complex and difficult project was exemplary in every respect; and

WHEREAS, the results of his work will be of benefit to the law enforcement training community for many years to come, now therefore be it

RESOLVED, that the members of the Commission on Peace Officer Standards and Training commend B. Timothy Ryan for a job well done; and be it

FURTHER RESOLVED, that the Commission extends its best wishes for continued service to California law enforcement.

W. P. K. K. K.
Chairman

Kenneth J. O'Brien
Executive Director

6-10-02

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title CMAS Testing Project Progress Report		Meeting Date July 17, 2002
Bureau Standards and Evaluation Services	Reviewed By Paula Burnette	Researched By Kenneth Krueger
Executive Director Approval <i>Kenneth J. O'Brien</i>	Date of Approval 6-24-02	Date of Report July 19, 2002
Purpose <input type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input checked="" type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE**, **BACKGROUND**, **ANALYSIS**, and **RECOMMENDATION**. Use additional sheets if required.

ISSUE

This informational item is submitted to report progress to date on the POSTRAC testing system replacement project.

BACKGROUND

At its August 2001 meeting, the Commission approved funding for the first year of a 2-year project to replace the aging statewide (POSTRAC) testing system.

The project is divided into two phases and will run for 2 years. The first year is devoted to planning and software acquisition; the second year to implementation. The first phase, the Communications Infrastructure Phase, primarily involves planning and determining the communications needs to support computer-based testing at each of the Regular Basic Course Academies. Secondly, Phase 1 includes the acquisition of replacement software through the competitive bid process. Additionally, to implement Phase 1, it was required that POST obtain professional services of both a Project Manager and a Design System Integration Specialist.

ANALYSIS

Fredrick Schwartz of Public Sector Consultants was selected from the CMAS list as the Project Manager in late August, 2001, and Quest Communications was selected from the CMAS list as the Design System Integration Specialist in December, 2001.

The Phase 1 work involving the planning and design of communication infrastructure at each of the academies to support implementation of computer based testing (CBT) is substantially complete. The objective to purchase replacement software is still ongoing. A competitive bid process for software acquisition was conducted and resulted in 11 bids. None of the packages fully met POST's requirements. Three products are still under evaluation and the final decision on the selection of software has been delayed until FY2002-2003. This fiscal year's funds earmarked for software will, instead, be allocated to hardware purchases.

In addition, as a result of the Risk Management sessions, the current schedule includes a full academy cycle for the CBT pilot sites. Academy personnel convinced POST to reconsider the original schedule of conducting a two-month pilot test. The modification will allow POST and the pilot sites to experience a full academy cycle (including mid-term and final examinations) before deciding on implementing CBT at all academies.

RECOMMENDATION

This report is for information purposes and no Commission action is required at this time.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date
A Guide to California's Law Enforcement Training Mandates		July 17, 2002
Bureau	Reviewed By	Researched By
Executive Office	Kenneth J. O'Brien	Hal Snow
Executive Director Approval	Date of Approval	Date of Report
<i>Kenneth J. O'Brien</i>	6-24-02	May 6, 2002
Purpose		Financial Impact:
<input type="checkbox"/> Decision Requested <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Status Report		<input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE:

Informational - *A Guide to California's Law Enforcement Training Mandates.*

BACKGROUND:

With over 35 statutory (State and Federal) and 28 POST training mandates, law enforcement training managers often become confused as they attempt to administer or satisfy mandated requirements. While these mandates are delineated in the various codes and POST regulations, there exists no single source that brings all the mandates together, groups them into useful categories, and identifies those of current concern.

ANALYSIS:

The attached draft document - *A Guide to California's Law Enforcement Training Mandates* fulfills this need. Today's law enforcement professionals, especially agency training managers, need to have the ability to focus on the really critical, contemporary training issues. Training mandates are explained and categorized into useful components: Initial/Entry Level, Rank Achievement, Recurring Mandates, Specialized Assignment, Specialized Instructor, Basic Academy Staff, New Mandates, and Mandates Satisfied by Basic Course. In comparing Charts #1 and #2, most questions are answered. However, the source documents (code sections of law and POST regulations) are referenced for further research if needed.

Because training mandates are in a constant state of change, it is planned that this document will be made available to law enforcement via POST's Website and will be continuously updated.

This report is presented for informational purposes.

A Guide to California's Law Enforcement Training Mandates

(Updated 5-6-02)

This guide has been prepared for California law enforcement agencies, particularly for administrators and training managers, who must ensure personnel satisfy statutory and regulatory (POST) training mandates. These training mandates are often complex and can cause confusion among those who must administer or satisfy these requirements. With over 35 statutory (state and federal) and 28 POST training mandates, a need exists to clarify what the mandates include and which ones are of contemporary concern and those that are not. While these mandates are delineated in the various codes and POST regulations, there exists no single source that brings all the mandates together and groups them into useful categories. This guide fills that need and provides some useful information about satisfaction of mandates, state reimbursement, and compliance.

Notwithstanding these training mandates, there is some good news. Many training mandates are routinely satisfied by completing the Basic Course. Satisfaction of training mandates can satisfy the POST Continuing Professional Training requirement. Many mandates apply to only a narrow range of specialists. Many mandates can be satisfied by viewing a POST video or telecourse. Finally, POST reimburses eligible agencies for some costs associated with mandated course completion.

POST Training Mandates

POST training mandates, which have their basis in POST regulations rather than directly from statutory law, relate to initial/entry training, rank achievement, the Continuing Professional Training (CPT) requirement, special assignments, instructor specialties, and academy staff. Initial/entry training mandates include the 664-hour Basic Course for most uniformed officers, the 591-hour Specialized Investigators' Basic Course for Specialized State Investigators, the 120-hour Public Safety Dispatchers' Basic Course, and the Modular Format Basic Course for Reserve Officer Levels I, II, and III. The Basic Course and Reserve training is also statutorily mandated.

"Rank Achievement" mandates include the 80-hour Supervisory Course for newly promoted first-line supervisors (usually sergeants) and the 104-hour Management Course for newly promoted managers (usually lieutenants). The CPT training requirement (24 hours every two years) applies to sworn officers of all ranks, public safety dispatchers, and Level I and II reserve officers.

POST also has specialty training mandates that relate to assignment, instructors, and basic academy staff. The 40-hour Field Training Officer Course for newly assigned field training officers is considered a "Specialty Assignment" mandate. POST has training mandates for 17 specialized instructor categories that are identified in Chart #1. POST requires completion of the 40-hour Academy Director/Coordinator Workshop for newly assigned academy directors or coordinators. The 36-hour Recruit Training Officer Course is required for newly assigned

academy recruit training officers.

Statutory Training Mandates

Statutory mandates often direct that POST include specified training in the Basic Course. Other statutory mandates are directed at in-service officers of various ranks or assignments. Still other mandates are directed at both in-service officers and the Basic Course. Some training mandates are characterized as "recurring," meaning that specified officers must periodically complete refresher training on the subject.

Twenty-one of the 35 existing state statutory training mandates shown on Charts #1 and #2 can be satisfied by completing the regular Basic Course or the Specialized Investigator Basic Course, thus reducing the in-service training responsibilities for law enforcement agencies. However, many of these require in-service officers hired before a specified date to complete supplementary training (refer to Charts 1 and 2 or to the particular statute). POST has routinely included many statutory training mandates in the Basic Course to lessen the burden for law enforcement to train officers following the academy experience.

Development of the Requirements for Training Mandates

POST is responsible for developing and maintaining the curriculum standards for its training mandates and most statutory mandates. As such POST has adopted a philosophy over the years that its curriculum (content and methodology) and hour requirements should be a qualified "minimum" but should effectively accomplish the intended objective. "Minimum" implies the training has statewide applicability to all sizes and types of agencies. Course presenters are empowered to add other related content or additional hours to meet local or agency training issues.

POST continually seeks opportunities to condense training time to the absolute minimum hours. That is especially true for mandates that are instructionally addressed by videos and telecourses. Most new statutory training mandates enacted in the last decade have been satisfied by POST videos or telecourses that take advantage of condensed training time and afford flexibility to law enforcement agencies in satisfying the mandates. Some training mandates specify other instructional methodologies, such as the classroom. POST Regulation 1081 specifies the minimum curriculum and hourly requirements for each statutory training requirement. POST Regulations 1005 (a)-(d), 1070, Procedures D-1-D-4 identify the POST training mandates.

Satisfying Training Mandates

Without regard to whether the mandate is POST or statutory, Chart #1 provides convenient categories of training, including: Initial/Entry Training, Recurring Mandates, Rank Achievement, Specialized Assignment, Instructor Specialty, Academy Staff, Mandates Satisfied by Basic Course, and Recent Training Mandates. Chart #1 integrates regulatory (POST) and statutory

training mandates to facilitate understanding of their impact upon law enforcement. Each mandate references either a POST regulation or statutory code section. Chart #2 provides a complete alphabetical list of statutory training mandates and identifies specifically which officers are addressed by each mandate, the minimum hours of training, whether the training must be POST-certified, and other pertinent information.

Many law enforcement administrators have invested in computer software programs to track completion of training mandates. Pursuant to POST's Electronic Data Interchange program, POST provides law enforcement agencies access to their training records over a secure website.

While the 24-hour CPT requirement contains a 14-hour perishable skill component for first-line supervisors and officers, the requirement allows law enforcement agencies to determine the remaining content. For all other ranks, POST permits law enforcement agencies to determine the content of the entire CPT requirement. Most law enforcement agencies choose to satisfy both locally determined training needs and statutory training mandates with the training that meets the CPT requirement. Thus, the CPT requirement can be satisfied by completing other statutorily mandated training.

Individual law enforcement agency training managers should regularly participate in POST Training Needs Assessment Workshops to identify agency training needs associated with meeting training mandates. POST Regional (Training Delivery Bureau) Consultants also are an excellent resource for law enforcement agencies in identifying means to satisfying training mandates.

State Reimbursement for Training Mandates

Rulings to date by the State Mandates Commission have concluded that statutory training mandates escape the requirements of Government Code Section 17561 State-Mandated Costs because they are written as mandates upon individual types of officers and not upon agencies. Law enforcement agencies voluntarily, based upon longstanding practices and collective bargaining agreements, provide this training to their peace officers. Therefore, the state is not obligated to reimburse local government for these costs. Also, POST training mandates (requirements) are not considered a state mandate within the meaning of Section 17561 because law enforcement and public safety dispatch agencies voluntarily participate in the POST Program and in so doing agree to meet POST training requirements. To the extent reimbursement funding is available, POST reimburses for some training costs.

Compliance With Training Mandates

Statutory mandates generally do not carry sanctions for non-compliance; however, law enforcement agencies for the most part feel compelled to comply because of the desire to follow the law and the potential for liability or adverse publicity associated with non-compliance. POST does not inspect for compliance with statutory mandates. For most of POST training mandates, POST has mechanisms in place to track compliance.

Chart #1 - At A Glance

California's Law Enforcement Training Mandates¹

(POST and Statutory)

(Refer to Chart #2 for hours and course certification information)

Initial/Entry Level

- Regular Basic Course, PC 832.3, POST 1005(a)
- Specialized Investigator Basic Course, POST 1005(a)
- Public Safety Dispatchers' Basic Course, POST 1018(d)
- Reserve Training Modules, PC 832.6, POST 1007(b)
- Arrest and Firearms, PC 832
- Field Training, POST 1005(a), Procedure D-13

Rank Achievement

- Supervisory Course, POST 1005(b)
- Management Course, POST 1005(c)

Recurring Mandates

- Continuing Professional Development (CPT), POST 1005(d)
- First Aid/CPR, PC 13518(a)
- Domestic Violence, PC 13519(g)
- Racial Profiling, PC 13519.4

Specialized Assignment

- Field Training Officer, POST 1005(a)
- Campus Law Enforcement, PC 832.2, 832.3(g)
- Aviation Security, PC 832.1
- Computer Crimes, PC 13515
- Supervisors assigned to field or investigative duties
- High Speed Vehicle Pursuits, PC 13519.8(c), police managers and above

- Radar/Laser Operator, VC 40802
- Sexual Assault Investigators, PC 13516(b)
- Narcotics Enforcement (State Investigators), BP 25755

Specialized Instructor (POST 1070)

- Arrest and Control
- Baton/Impact Weapons
- Chemical Agents
- Defensive Tactics
- Diversionary Devices
- Driver Training Simulator
- Driver Training Update
- Firearms
- First Aid/CPR
- Force Options Simulator
- Hazardous Materials-First Responder
- Institute of Criminal Investigation
- Less Lethal Weapons
- Motorcycle
- Physical Training (Basic Course)
- Supervisory Leadership Institute
- Racial Profiling (Initial Course)

Basic Academy Staff

- Academy Director/Coordinator, POST 1071,
- Recruit Training Officer, POST 1071

New Mandates

- Racial Profiling Training, PC 13519.4, 5 hours Initial, 2 hours Refresher, applies to all peace officers

Mandates Satisfied by Basic Course or Basic Specialized

Investigators Course (Many of these require in-service officers hired before a specified date to complete supplementary training, refer to Chart #2)

- Arrest and Firearms, PC 832
- Bloodborne Pathogens, Cal OSHA 5193
- Carcinogenic Materials, Cal OSHA Regulation 5193
- Chemical Agents, PC 12403
- Child Abuse Investigation, PC 13517
- Civil Disobedience, PC 13514.5
- Developmental Disabilities & Mental Illness, PC 13519.2
- Domestic Violence, PC 13519(g)
- First Aid/CPR Initial, PC 13518
- Gang and Drug Enforcement, PC 13519.5
- Hate Crimes, PC 13519.6
- Hearsay Testimony, PC 872(b)
- High Speed Vehicle Pursuit PC 13519.8(a)
- Missing Persons, PC 13519.1
- Cultural Diversity, PC 13519.4
- Sexual Assault Investigation PC 13516(b)
- Sexual Harassment, PC 13519.7(b)
- Shotgun/Rifle PC 12020(b)(1)
- Sudden Infant Death Syndrome, PC 13519.3

¹ Statutory mandates upon POST to develop and make available certain training (but fall short of requiring anyone to complete the training) are excluded from this chart.

² Training mandates printed in bold can be satisfied by video, telecourse, or CD-ROM.

CHART #2

LEGISLATIVE TRAINING MANDATES (UPDATED 6/01)

Disclaimer: This handout is intended for use as a quick reference. Its purpose is not regulatory. For complete text refer to appropriate law section.

LAW SECTION	HOURS	COURSE TITLE *requires POST certification	REQUIRED FOR	OTHER PERTINENT INFORMATION
PC 832	64 (less if IVD trained)	Arrest and Firearms*	All peace officers in the POST program. Requires completion prior to exercise of powers.	Training can be satisfied by a stand-alone course or completion of other larger courses which include Arrest and Firearms curriculum, e.g. Regular Basic Course. Peace officers with a 3-year-or-longer break in service must requalify their training (Commission Regulation 1080).
PC 832.1	20	Aviation Security*	All airport: security officers, policeman, and special officers shall complete within 90 days of hire and shall not continue to have peace officer powers after 90 days until satisfactory completion.	
PC 832.3	664	Basic Course (Regular)*	Entry level requirement for all peace officers in the POST program except Level II and Level III reserve officers and peace officers whose primary duties are investigative (Reg 1005). Requires completion prior to exercise of powers.	There is a equivalency and waiver process for the Regular Basic Course. There is a 3-year rule and 6-year rule for requalification specified in Commission Regulation 1008.
Cal OSHA Regulation 5193		Bloodborne Pathogens	All public and private employees who are exposed to blood in the workplace.	Training included in the Regular Basic Course. Annual refresher training required. POST telecourse available.
H&S 1797.187	4	Carcinogenic Materials* (LD41)	POST requires for all peace officers who must complete the Regular Basic Course.	Curriculum included in the Regular Basic Course.
PC 832.2 (reserves) PC 832.3 (g) (school police)	32	Campus Law Enforcement*	School police reserve officers and school police officers.	School police first employed by a K-12 public school district or CA Community College district before 7-1-99 must complete no later than 7-1-02, and all others must complete within 2 years of hire date.. No completion deadline specified for school police reserve officers.
PC 12403	Modules A- 4 B- 2 C- 4	Chemical Agents* (LD 35)	All peace officers as defined in Chapter 4.5 of Title 3 of Part 2 (commencing with Section 830).	Completion of this training is required for peace officers purchasing, possessing, transporting, or using tear gas or tear gas weapon. Modules A&B, included in Regular Basic Course, satisfies requirements of PC12403 for peace officer using aerosol chemical agents and who are expected to use a gas mask. Module C satisfies the requirements for those who are responsible for deployment of tactical chemical agent munitions.
PC13517	24	Child Abuse Investigation* (LD30)	POST requires for all peace officers who must complete the Regular Basic Course.	Included in the Regular Basic Course. Commission required to certify an optional course for specialists. No deadline specified for completion.
PC 13515.55	4	Computer Crimes*	City police and deputy sheriff supervisors assigned to field or investigative duties.	Must be completed by 1-1-00 or within 18 months of assignment to supervisory duties.
PC 13519.2	4	Developmental Disabilities and Mental Illness* (LD37)	POST requires for all peace officers who must complete the Regular Basic Course.	Peace officers who did not complete in the Regular Basic Course are required to complete supplementary training.

LEGISLATIVE TRAINING MANDATES (UPDATED 6/01)

Disclaimer: This handout is intended for use as a quick reference. Its purpose is not regulatory. For complete text refer to appropriate law section.

LAW SECTION	HOURS	COURSE TITLE *requires POST certification	REQUIRED FOR	OTHER PERTINENT INFORMATION
GC 8607	No hours specified	Disaster Response	All emergency response personnel.	The Office of Emergency Services mandated to develop course in coordination with POST and others. POST Telecourse 95-04 available.
PC 13519	8	Domestic Violence*	POST requires for all peace officers who must complete the Regular Basic Course. The Penal Code in addition requires for officers described in PC 830.31.	Officers completing the Basic Course prior to 1-1-86 must complete supplementary training. Various deadlines in Penal Code depending on individual's peace officer category.
PC 13519(g)	No hours specified	Domestic Violence Update* (LD25)	Each law enforcement officer below the rank of supervisor who is assigned to patrol duties and would normally respond to domestic violence shall complete every two years.	For all other officers local law enforcement agencies are encouraged to include update training but not mandatory. Update training available as a POST-certified course.
PC 13515	2	Elder and Dependent Abuse (Dependent abuse added by stats 2000 not yet added to POST-certified training) *	Every city police officer or deputy sheriff at a supervisory level and below who is assigned field or investigative duties.	Completion required within 18 months of assignment to field or investigative duties.
PC 13518	21	First Aid/CPR (LD34)	POST requires for all peace officers who must complete the Regular Basic Course.	Included in the Regular Basic Course. Curriculum standards set by Emergency Medical Services Authority (EMSA) (Reference California Code of Regulations, Title 22, Division 9, Chapter 1.5, sections 100005-100028.) For officers primarily doing administrative or clerical duties refer to the code for an exception.
PC 13518(a)	12	First Aid/CPR Refresher	Peace officers subject to the Regular Basic Course requirement.	Penal Code 13518(a) requires periodic refresher training. EMSA requirement is a minimum of 12 hours every three years or appropriate testing in cardiopulmonary resuscitation and other first aid as prescribed by EMSA.
PC13519.5	No hours specified	Gang and Drug Enforcement (LD12, 38)	POST requires for all peace officers who must complete the Regular Basic Course.	Training included as part of the Regular Basic Course. Also available as POST Telecourse training. No deadline specified for completion.
PC 13519.6	4	Hate Crimes* (LD 42)	POST requires for all peace officers who must complete the Regular Basic Course.	No deadline specified for completion.
PC 872(b)	1	Hearsay Testimony* (LD 17)	All peace officers with less than five years of service and who wish to testify to hearsay evidence in preliminary hearings.	Curriculum included in the Basic Course. Also available in video training.
PC 13519.8(a)	2	High Speed Vehicle Pursuit Training I* (LD 19)	Peace officers of a local police department, sheriff's department or California Highway Patrol who are below middle management rank and who completed the Regular Basic Course prior to 7-15-95.	Curriculum included in the Basic Course. Penal Code 13519.8 encourages periodic update training.

LEGISLATIVE TRAINING MANDATES (UPDATED 6/01)

Disclaimer: This handout is intended for use as a quick reference. Its purpose is not regulatory. For complete text refer to appropriate law section.

LAW SECTION	HOURS	COURSE TITLE *requires POST certification	REQUIRED FOR	OTHER PERTINENT INFORMATION
PC 13519.8(c)	1	High Speed Vehicle Pursuit Training II*	Middle managers and above of local police departments, sheriff departments or California Highway Patrol who completed the Regular Basic Course prior to 7-15-95.	This training can be satisfied by completion of either High Speed Vehicle Pursuit Training I or II.
PC 629.94		Interception of Wire, Pager, and Cellular Communications	All peace officers.	Training not yet developed.
VC40802	8	Laser Operator*	Peace officers issuing speed violation citations using laser or any other electronic speed measuring devices and where a traffic and engineering survey is beyond five years.	Prerequisite Radar Operator Course.
B&P 25755	160	Narcotics Enforcement*	All peace officer investigators of the Department of Alcoholic Beverage Control.	The 160 hours of training is satisfied by combination of the 80-hour POST certified Narcotics Investigation Course* plus the 80-hour Narcotics Investigation Field Training Program. *Two or more POST-certified courses (totaling a minimum of 80 hours) which include the Narcotics Investigation curriculum specified by POST may be substituted for the 80-hour course.
PC 13519.1	4 2 in-service	Missing Persons* (LD 27)	Peace officers and dispatchers of a local police department, sheriff's department or California Highway Patrol	Curriculum included in the Regular Basic Course and P.S. Dispatcher's Basic Course. If Regular Basic Course or Public Safety Dispatcher's Basic Course was completed prior to 1-1-89, completion of supplementary in-service training is required.
VC 40802	24	Radar Operator*	Peace officers issuing speed violation citations using radar speed measuring devices and where a traffic and engineering survey is beyond five years.	
PC 13519.4	No hours specified	Racial and Cultural Diversity* (LD42)	All peace officers specified in Penal Code section 13510(a) [Note this includes reserves].	Curriculum included in the Regular Basic Course. ****New training curriculum to be added to the Basic Course by 1-1-02.
PC 13519.4 (i)		Racial and Cultural Diversity Refresher	All peace officers specified in Penal Code section 13510(a) [Note this includes reserves].	****Expanded training to be developed by 1-1-02 and to include new profiling curriculum and other specified topics Required every five years or on a more frequent basis if deemed necessary, in order to keep current with changing racial and cultural trends..

LEGISLATIVE TRAINING MANDATES (UPDATED 6/01)

Disclaimer: This handout is intended for use as a quick reference. Its purpose is not regulatory. For complete text refer to appropriate law section.

LAW SECTION	HOURS	COURSE TITLE *requires POST certification	REQUIRED FOR	OTHER PERTINENT INFORMATION
PC 832.6	344 L I 224 L II 162 LIII	Reserve Level I Module Reserve Level II Module Reserve Level III Module	Level I Reserve officers must complete all three modules (774 hours) or the Regular Basic Course (664 hours). Level II Reserve officers must complete Reserve Modules II and III (386 hours). Reserve Level III officers must complete Reserve Module III (162 hours).	Training must be completed before being assigned duties which include the exercise of peace officer powers.
PC 13516(b)	6	Sexual Assault Investigation (LD 30)	POST requires for all peace officers who must complete the Regular Basic.	Officers assigned to investigation duties which include the handling of cases involving the sexual exploitation or sexual abuse of children are required to complete the supplementary course within six months of the date of assignment.
PC13516(c)	18		A supplementary course is certified for investigators of sexual assault cases, child sexual exploitation cases and child sexual abuse cases (18 hours).	
PC 13519.7(b) PC 13519 (c)	2	Sexual Harassment (LD 42)	POST requires for all peace officers who must complete the Regular Basic Course. Peace officers who have not completed in the Regular Basic Course shall complete supplementary training.	Curriculum included in the Regular Basic Course.
PC 12020 (b)(1)	16 16	Shotgun (Long/Short Barrel)*[see comment A] Rifle (Long/Short Barrel)* [see comment B]	Peace officers of local police departments, sheriffs departments, marshals departments, California Highway Patrol or Department of Justice and reserve officers of these departments.	Comment A – This training requirement can be satisfied by completing the Regular Basic Course, Reserve Training Modules I or II, or Reserve Modules A, B, C, and D which contain POST-certified shotgun training. Comment B – Prerequisite for Rifle training is completion of the Regular Basic Course, Reserve Training Modules I or II, and III or Reserve Modules A, B, C, and D. Comment C – Completion of this training exempts these officers from the provisions of PC 12020(a).
PC 13519.3	2	Sudden Infant Death Syndrome (LD 30)	Penal Code specifies all peace officers specified in PC13510 (a) who are assigned to patrol or investigations. POST requires for all peace officers who must complete the Regular Basic Course	Supplementary training required for in-service officers who did not receive in the Basic Course.
PC14304		Toxics Training for Peace Officers		Training never funded. Insufficient funds in the Hazardous Materials Enforcement and Training Account of Department of Toxic Substances Control to implement.
PC 13514.5	No hours specified	Civil Disobedience	Peace officer who are required to complete the Regular Basic Course.	Telecourse developed.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Quarterly Report on POST Strategic Plan Implementation		Meeting Date July 17, 2002
Bureau Executive Office	Reviewed By Ken O'Brien	Researched By Hal Snow
Executive Director Approval <i>Kenneth J. O'Brien</i>	Date of Approval 6.24.02	Date of Report June 13, 2002
Purpose <input type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE**, **BACKGROUND**, **ANALYSIS**, and **RECOMMENDATION**. Use additional sheets if required.

ISSUE:

Should the Commission approve the Quarterly Report on POST Strategic Plan Implementation?

BACKGROUND:

At the April 10, 2002 Meeting, the Commission approved major revision to the POST Strategic Plan which are reflected in Attachment C. At its June 7th meeting, the Commission's Long Range Planning Committee reviewed and approved this report. The POST Advisory Committee will review this report and make appropriate comments to the Commission.

ANALYSIS:

Since approval, staff has continued research and implementation of the Strategic Plan objectives as indicated in the following:

Attachment A - Provides a summary of implementation progress for 32 objectives (or 70%) currently being addressed by staff. Progress is identified in italic print.

Attachment B - Provides a listing of 14 objectives (or 30%) which are not currently being addressed because of other high priority work or Attachment A objectives.

The above mentioned new feature (clearly differentiating high and lesser priority objectives) affords the Commission the opportunity to re-prioritize objectives and staff implementation activities.

Staff is prepared to respond to questions about implementation activities.

RECOMMENDATION:

If the Commission concurs, the appropriate action would be to approve this report.

POST STRATEGIC PLAN IMPLEMENTATION
(For Objectives Currently Being Addressed)

GOAL A: ENHANCE SELECTION AND TRAINING STANDARDS

A.1 - Entry-Level Selection Standards

Component I - Cognitive Ability and Personality Test - *Applicant record files from the CHP have been organized into a master test file. An exploratory analysis will be performed in an attempt to establish normative information for peace officer screening.*

Component II - Update of Psychological Screening Manual - *Progress continues per the project work plan, including: revision of peace officer traits based on job analytic information being conducted by POST staff; psychological trait/peace officer performance meta-analysis is being conducted by contractors; critical incident information has been solicited from SME's via workshops and individually; and, information and validity data from test publishers continues to be collected.*

Component III - Entry-Level, Oral Interview Guidelines - *The Oral Interview Advisory Committee met and identified the essential components that will be included in the Oral Interview Guidelines.*

A.2 - Continuing Professional Training Requirement- *A staff report will be presented to the LRPC at its meeting on June 7th that will provide additional research information as to the desirability of increasing the CPT requirement. Included in the report will be data on current satisfaction of the requirement by a random sampling of agencies as well as all law enforcement agencies.*

A.3 - Basic Academy Entry Qualifications

Component I - Physical Abilities Assessment - *A Subject Matter Expert Committee has been formed and three meetings have been held. Recommendations for the specific tests and protocols have been presented to the Steering Committee for final review. It is anticipated that one or more academies will be selected to pilot test a screening system before it is proposed as a POST standard for acceptance into the basic academy.*

Component II - California Driver's License - *No new progress.*

Component III - Enhanced Criminal History Check - *No new progress.*

Component IV - Graduation from High School - No new progress.

A.4 - Basic Academy Testing

Component I - Cognitive Testing - *Version 7.1 of POSTRAC has been released via CD-ROM and the Internet. All Modular Presenters have been trained in using POSTRAC.*

Component II - Skill Testing - *POST is pilot testing mid-term and final exercise tests in LD#33 (Arrest and Control/Baton). Work has not yet begun on LD#35 (Firearms/Chemical Agents) and LD#19 (Vehicle Operations).*

A.5 - Develop Policies for Compliance Inspections - *A new compliance manual for use by consultants assigned to the Compliance Unit is being developed. POST regulation 1010 is also being revised to assist compliance consultants with their review of agencies interested in entering the POST Program and to clarify agency responsibilities when entering the program.*

A.6 - Academy and Field Training Integration - *Considerable research has gone into developing a recommendation brought before the Commission in April 2002 to require Field Training Officers to complete a 24-hour Field Training Officer Update Course every three years. The course curriculum specifies content updating FTO's on local academy training thus helping to assure seamless academy and field training. In addition, staff is working to incorporate Leadership, Ethics and Community Policing (Objective A.7) into both the academy and field training.*

A.7 - Integrate Leadership, Ethics, and Community Policing into Basic Course - *Based upon the Commission's April meeting action, the contract for POST Management Fellow Dan Toomey has been extended for one year. He will be the Project Coordinator. Other staff are also being assigned to the project.*

A.9 - Study Mandating the EDC Course - *Staff has completed the development of a conceptual model entitled LEADERSHIP TRAINING AND DEVELOPMENT SYSTEM (LTDS) that will address both objectives A.9 and A.11 simultaneously. This conceptual plan will be presented to the Long Range Planning Committee at its October meeting.*

A.10 - Implement Revised Supervisory Course - *Staff conducted an initial meeting with all current Supervisory Course presenters in May to discuss an implementation and certification plan. Staff is also reviewing the new curriculum and needed regulatory actions. A staff report on this subject will be presented to the Commission at its July meeting.*

A.11 - Study Mandating Field Training for Supervisors/Managers - *See objective A.9.*

GOAL B: MAXIMIZE TRAINING DELIVERY

B.1 - Analysis of Field Supervisor/Field Managers - *(No change since last report) The literature review has been completed and the "Situational Leadership" model of supervision has been chosen as the model on which to base the Field Supervisor job analysis. Job tasks are being drafted.*

B.2 - Update Training Needs Assessment Process - *Each POST Regional Training Delivery Bureau Consultant is conducting TNA's during the course of their monthly training manager group meetings. A data base program is being developed by POST's Computer Services Bureau that will allow support staff to input data provided to them by the Regional Consultants. This will allow for the analysis of the data generation of regional and statewide TNA reports.*

B.3 - Develop Alternative Approaches to Satisfying Training Requirements - *Staff is researching the feasibility of accepting partial satisfaction of the CPT training requirement through teaching certain POST certified training courses. Staff is also researching through a pilot project the use of DVD for roll call training which has heretofore not been eligible for POST course certification. An analysis of topics and resources needed for internet delivered courses is being made.*

B.4 - Simplify Course Certification Process - *As POST's Computer Services Bureau develops and puts on-line enhancements to the Electronic Data Interchange (EDI) system, the course certification process is being more automated. Eventually, the entire course certification process will be automated through the EDI system.*

B.5 - Establish Instructor Training and Certification Requirements - *The Commission approved at its April meeting a specialized training requirement for instructors who teach the new racial profiling training mandate. The 24-hour Train-the-Trainer workshops are scheduled to commence this May. The number of basic academies participating in POST's Voluntary Basic Course Instructor Certification Program (VBCICP) has increased to 14. The number of instructors certificated via the VBCICP has increased 34 percent over the past six months to a cadre now totaling 481. Also, guidelines for determining equivalency for this instructor certification have been developed.*

B.6 - Expand Instructor Development Opportunities - *POST co-sponsored the 3-day Instructor Symposium 2002 this February in which over 250 instructors received information about the latest instructional techniques and resources. A telecourse on enhancing instructional effectiveness has been developed.*

B.7 - Reinforce Professional Values - *New course certifications are being reviewed for these specific topics.*

B.8 - Develop Basic Course Internet-based Testing - *Staff has engaged all 39 Basic Academies in Risk Management Assessments. Detailed infrastructure site assessment*

have been completed in three quarters of the Basic Academies. Potential TMAS software has been identified and a two-month acceptance test program has been started.

B.10 - Evaluate Lineup Training Using Technology - Pursuant to Commission approval, POST has contracted with "Digital Outpost" to produce four DVD programs for this roll call training pilot program. The contractor and POST will also produce a draft "Supervisor's Guide to Line-Up Training." An implementation plan is being developed in concert with the Riverside Police Department. The roll call training is being developed as two-hour blocks of instruction so that it can ultimately be made certifiable training.

B.11 - Implement Anti-Terrorism Training - At the April 10th meeting, the Commission approved the POST Anti-Terrorism Training Delivery Plan. This training plan is a matrix of scheduled courses for the remainder of 2002. As a "living document," it will be enhanced as new resources and training opportunities arise.

B.13 - Study Emerging Modes of Instruction - A POST staff member will attend the National Conference on Problem-Based Learning 2002 in June to obtain the latest applications and information on problem-based learning techniques that might be applicable to POST training. Staff has invited a nationally prominent Problem-Based Learning (PBL) expert to discuss this method of instruction before POST's Instructor Standards Advisory Council. Staff has begun exploration of internet delivered training for satisfaction of the professional development requirement for recertification of VBCICP certificates.

B.17 - Study Curriculum, Quality, Methodology of Middle Management Course - Staff has met with all of the Management Course presenters and selected instructors to begin a review process and make recommendations as necessary. Additional meetings are planned in the next few months to review all facets of the curriculum and methodology.

B.18 - Integrate Values/Ethics in All Courses - Staff provided the LRPC with a status report at its December 13, 2001 meeting indicating the extent of integration that had occurred to date. Staff continues to incorporate these subjects into newly certified training courses.

GOAL C: ENHANCE POST'S SERVICES

C.1 - Study Needs for Voluntary Law Enforcement Agency Accreditation - Since the last update, staff has continued to monitor the level of interest in accreditation by California law enforcement. There has been limited interest in accreditation as evidenced by a lack of requests for the POST Draft Accreditation Standards document. This may be due in part to the field's understanding of the uncertainty of POST's financial condition.

C.2 - Develop Programs to Enhance Recruitment of Peace Officers/Dispatchers - Staff

has begun preparation of a telecourse on "best practices for recruiting dispatchers."

C.3 - Develop Early Warning System - *Information on terrorism and other emerging issues is currently being posted on a secure Web board in the POST Clearinghouse accessible to sworn law enforcement personnel. In addition, a new web board has been approved and will be provided for emerging issues for Dispatchers and records supervisors.*

C.4 - Electronic Data Interchange - *See Objective B.4 since simplifying the course certification process is an EDI project.*

C.5 - Promote College Education - *Basic academies have been surveyed as to the number of college units offered for completing the academy. This information has been previously reported to the Commission in connection with increasing educational requirements for POST's certificates.*

C.6 - Improve Internal Business Processes - *POST's business processes are being improved on several fronts including developing electronic data interchange enhancements such as reported upon under Objectives B.4 and C.4. Progress is also being accomplished by automating the tracking of perishable skills training for compliance to POST's recently approved requirement. Progress is also being made in implementing POST's Training Management System (TMAS) which has resulted in recent review of appropriate software to improve basic course testing. POST is also developing some software to automate information about the certification of basic academy instructors.*

C.11 - Implement Compatible Electronic Library - *POST Library staff is in the process of searching for library software compatible with national standards. Software products will be evaluated and ranked for their customer friendly use and problem free operation. Possible grant funding will be considered.*

C.12 - Explore Teleconferencing/Net-Conferencing - *Training for staff has been developed and four sessions have been provided to POST staff. Several bureaus are beginning to utilize the opportunities that teleconferencing provides in putting people and ideas together without necessitating travel and overnight stays.*

C.15 - Study Amending POST Mission/Values Statement to Include References to Ethics/Valuing Employees/Supporting Law Enforcement in Reducing Crime - *The POST Internal Focus Group has been assigned to research this and will report to the Executive Director as progress is made.*

POST STRATEGIC PLAN
(Objectives Not Currently Being Addressed)

GOAL A: ENHANCE SELECTION AND TRAINING STANDARDS

- A.8 - Study Mandating Background Investigators Course.
- A.12 - Study Mandating Field Training for Investigative Agencies Subject to SIBC
- A.13 - Evaluate Reading and Writing Test Cut Scores . . .

GOAL B: MAXIMIZE TRAINING DELIVERY

- B.9 - Review Basic Academy Accreditation Standards
- B.12 - Secure Resources for Basic Course Workbook Process
- B.14 - Study Standardizing College Units for Basic Course
- B.15 - Develop Protocol for Legislative Training Mandates
- B.16 - Study Feasibility of Developing Workbooks for DA Investigation and Trial Prep.

GOAL C: ENHANCE POST'S SERVICES

- C.7 - Evaluate POST's Role in Establishing and Supporting Pre-Academy Training and Education Programs
- C.8 - Explore Re-Establishment of LEEP
- C.9 - Enhance Technical Training of Staff
- C.10 - Develop Information Services to Enhance Compliance to POST Standards
- C.13 - Explore Obtaining Upper Division/Graduate College Units for SLI, MIDP, and Command College
- C.14 - Study POST Certificates for Public Safety Dispatchers

STRATEGIC PLAN
GOALS AND OBJECTIVES
(Updated July 2, 2002)

GOAL A: ENHANCE SELECTION AND TRAINING STANDARDS

A.1 - Establish the following entry-level selection standards and improve upon existing standards, as appropriate by, July 2003. (formerly Objective A.8)

Performance Measures:

Component I - Cognitive Ability and Personality Test (Entry-Level Selection Battery), by July 2003.

- o Complete literature search on personality constructs and integrity, conscientiousness, and other relevant predictive measures of police performance.
- o Identify and convene an advisory committee to review and make recommendations on a study design.
- o Complete study design.

Component II - Update the publication *Psychological Screening Manual* by June 2003.

- o Complete psychologically-oriented job analysis of peace officer position.
- o Complete meta-analysis of psychological predictors of peace officer performance.
- o Convene panels of SMEs and screening psychologists to complete job analysis and develop examination and evaluation protocols.
- o Publish interim draft of selection sections of Manual for review and comment by December 2002.
- o Complete Manual.

Component III - Entry-Level, Oral Interview Guidelines by January 2003.

- o Identify an advisory group.
- o Complete draft of preliminary study plan.
- o Completion of study.

A.2 - Review hours and frequency requirements for the continuing professional training (CPT) requirement by January 2003.

Performance Measures:

- o Complete research on impact for increasing hours.
- o Report findings to Commission.

A.3 -Research and develop needed minimum qualifications for all entrants into the basic academy by January 2003.

Component I - Physical Abilities (conditioning) Assessment by January 2003.

- o Obtain a management fellow for a one-year assignment to evaluate physical ability assessment protocols for standards/guidelines
- o Complete evaluation and make recommendation for physical ability standards/guidelines and assessment protocol
- o Consider legal and other barriers

Component II - California Driver's License by January 2003

- o Complete research and obtain field input on issue
- o Commission review and approval
- o Secure legislative change if necessary
- o Consider legal and other barriers

Component III - Enhanced Criminal History Check by January 2003

- o Complete research and obtain field input on issue
- o Commission review and approval
- o Secure legislative change if necessary
- o Consider legal and other barriers

Component IV - Graduation From High School or GED by January 2003

- o Complete research and obtain field input on issue
- o Commission review and approval
- o Secure legislative change if necessary
- o Consider legal and other barriers

A.4 - Increase, improve, and standardize POST cognitive and skills testing required for graduation from basic training by October 2006.

Performance Measures:

- o Cognitive Testing by January 2003

Component I - Develop mid-term and final exercise tests in LD #33 (Arrest and Control/Baton) by January 2003.

- o Complete pilot study of diagnostic mid-term and final examinations
- o Seek Commission approval to implement tests

Component II - Develop mid-term and final exercise tests for LD #35 (Firearms/Chemical Agents) by April 2004

- o Develop pilot exercise tests
- o Begin pilot study
- o Complete pilot study of exercise tests
- o Seek Commission approval to implement tests

A.5 - Establish and implement written policies for inspecting participating law enforcement agencies for compliance with POST's standards by January 2003.

Performance Measures:

- o Determine status of compliance inspections
- o Develop compliance audit cycle
- o Develop compliance manual
- o Evaluate staffing needs

A.6 - Develop and implement a comprehensive plan for appropriate integration of basic academy and field training by January 2003.

Performance Measures:

- o Evaluate basic course curriculum
- o Evaluate making workbook accessible to field training officers
- o Develop the time/effort/resources to developing field training officers
- o Evaluate the implementation of problem-based learning into the training and evaluation processes for basic training and field training

A.7 - Integrate leadership, ethics, and community policing (including problem-oriented policing) into the hierarchy of POST-mandated courses for public safety employees by January 2007.

Performance Measures:

- o Meet with SME and Steering Committee to review existing curriculum
- o Identify components of leadership, ethics, and community policing
- o Determine where components exist in current curriculum
- o Make recommendations
- o Develop a long-range plan to integrate components into curriculum
- o Acquire necessary resources to implement plan

A.8 - Study the feasibility of mandating the Background Investigators' Course by January 1, 2004.

Performance Measures:

- o Establish an Advisory Council to gather constituent input
- o Review and finalize curriculum
- o Review current and proposed regulations and certificate issues
- o Report to the Commission with recommendations
- o Final action by the Commission

A.9 - Study the feasibility of mandating the Executive Development Course for peace officer department heads by January 2004.

Performance Measures:

- o Establish an Advisory Council to gather constituent input
- o Review and finalize curriculum
- o Review current and proposed regulations and certificate issues
- o Report to the Commission with recommendations
- o Final action by the Commission

A.10 - Implement the revised Supervisory Course curriculum by July 2004.

Performance Measures:

- o Review and revise proposed course presentation methodology
- o Meet with current presenters to explore course presentation and funding options
- o Prepare Budget Change Proposal (BCP) to implement funding mechanism
- o Prepare and implement training sessions for course facilitators
- o Establish presenter implementation schedule
- o Review existing and proposed regulations
- o Report to the Commission with recommendations

A.11 - Study the feasibility of mandating a field training program for newly appointed supervisors and managers by January 1, 2004.

Performance Measures:

- o Establish Advisory Councils for both Supervisory and management input
- o Research and develop content and specific requirements for each program
- o Review current and proposed guidelines and regulations for each program
- o Report to the Commission with recommendations

A.12 - Study the feasibility of mandating field training for investigative agencies required to complete POST's Specialized Investigators' Basic Course by January 2005.

Performance Measures:

- o Assess the specific training needs for Specialized Investigators (SIs) and their agencies
- o Evaluate and identify the common training links between POST's current patrol field training program and the duties of SIs
- o Determine the feasibility of developing a pilot training program for selected SI positions
- o Develop training courses for person most appropriate to serve as trainers in a field training program for SIs
- o Pilot-test a field training program within several specialized investigative agencies and assess the impact and value

A.13 - Evaluate POST's reading and writing test cut scores and develop a math test for entry-level screening by January 1, 2004.

Performance Measures:

- o Identify the percentage of agencies in compliance with POST testing requirement 1002 (a) (9).
- o Identify the percentage of agencies using the POST Test Battery and the percentage of agencies using some other entry-level testing procedure.
- o Identify what percentage of agencies using the POST Test Battery is scoring the test pass/fail and what percentage is using the Battery as a ranking device.
- o Report on the consequences for the utility of a test procedure to be used pass/fail relative being used as a ranking device.
- o Review the POST 1999-2001 Job Analysis to identify the math requirements for the entry-level job.
- o Develop a test to measure math skills as identified in the job analysis

GOAL B: MAXIMIZE TRAINING DELIVERY

B.1 - Complete an analysis of the critical duties and requisite competencies of Supervisor and field manager positions in law enforcement by January 2003.

Performance Measures:

- o Consider providing limited CPT credit for when instructors teach courses
- o Develop internet-delivered courses
- o Identify additional potential alternatives

B.2 - Re-engineer the training needs assessment process for both short- and long- term planning purposes to identify continuing and emerging course needs and consider agency-specific training plans by January 2003.

Performance Measures:

- o Agency-specific plans brought to training needs assessment workshops
- o Electronic transfer of data to POST prior to TNA
- o Establish a consistent format for reporting
- o Establish a statewide plan

B.3 - Develop, evaluate, and implement alternative approaches to satisfying training requirements by January 2003.

Performance Measures:

- o Consider providing limited CPT credit for when instructors teach course
- o Identify additional potential alternatives

B.4 - Simplify the course certification process by January 2003.

Performance Measures:

- o Receive course certification requests through electronic data interchange

B.5 - Establish instructor training and certification requirements by January 2004.

Performance Measures:

- o Implement specialized training instructor requirements by July 2002.
- o Increase number of basic academies participating in the Voluntary Basic Course Instructor Certification Program (VBCICP).
- o Implement an equivalency process for certification via the BVCICP by July 2002.
- o Implement a recognition program for academies with 80 percent certificate instructors by January 2003.
- o Develop a database for monitoring compliance with instructor certification and recertification protocols by July 2002.

B.6 - Expand instructor development opportunities by July 2004.

Performance Measures:

- o Increase the frequency of instructor symposiums from biennially to annually.
- o Increase the number of Master Instructor Development Program graduates.
- o Produce and distribute a telecourse on instructional effectiveness by December 2002.
- o Increase the number of POST-certified instructor development courses.

B.7 - Develop and implement strategies for reinforcing law enforcement's professional values including ethical conduct, integrity, image, interpersonal and communication skills, and bystandership by January 2003.

Performance Measures:

- o Review curriculum for all new course certifications

B.9 - Review basic academy accreditation standards that exist in other states and at the federal level for this implications in improving California's basic training by January 2005.

Performance Measures:

- o Conduct research on other State academy accreditation
- o Participate with organizations such as the Federal Law Enforcement Training Accreditation Task Force and IADLEST
- o Consult with the field (academy presenters) and make recommendations

B.10 - Evaluate potential for POST developing a program to enhance departmental training on agency policies through the use of technology and scenarios by January 2004.

Performance Measures:

- o Develop four DVD programs to support departmental roll call training
- o Develop guide and curriculum for first-line supervisors
- o Develop protocol for pilot agencies
- o Ensure training can be POST-certified and receive CPT credit

B.11 - Implement anti-terrorism training (including officer safety) by January 2003.

Performance Measures:

- o Assess current needs of the field related to anti-terrorism training
- o Maintain liaison with critical federal, state, and local training presenters
- o Develop and update master training delivery plan
- o Identify future training needs
- o Identify strategies for meeting future anti-terrorism training needs

B.12 - Secure the necessary resources to implement the Basic Course Workbook update process by January 2004.

Performance Measures:

- o Develop a cycle for LD updates (yearly, every two years, every three years)
- o Determine update schedule based on the LD cycle
- o Identify a timely update process that adheres to update schedule
- o Write BCP for additional staff, funds, and/or equipment that are needed to facilitate update process and schedule
- o Establish and maintain an ongoing contract with a vendor to track and document legislative update affecting the workbooks
- o Identify/acquire updated software that facilitates the workbook updating process

B.13 - Study new, emerging modes of instructions (e.g., problem-based learning) by January 1, 2004.

Performance Measures:

- o Prepare a research report defining and citing implications of Problem-Based Learning (PBL) by January 2003.
- o Pilot an Internet-based course by December 2003.
- o Survey prominent institutional instructional centers for state-of-the-art learning methodologies by December 2003.

B.14 - Study the feasibility of POST assisting community colleges and the Chancellor's Office of the California Community Colleges to standardize units offered for completing the basic academy by January 2005.

Performance Measures:

- o Conduct research on the process and practices used to determine college units for academy graduation
- o Meet with the Chancellor's Office, Community Colleges, and academies
- o Make recommendations

B.15 - Develop a recommended protocol for future legislative and POST training mandates that would help ensure that all necessary elements are considered by January 2005.

Performance Measures:

- o Identify common defects of existing training mandates
- o Develop draft of model mandate including explanations
- o Solicit internal and external input
- o Obtain review by Commission's Legislative Review Committee

B.16 - Study the feasibility of POST developing workbooks for the DA Investigation and Trial Preparation Course.

Performance Measures:

- o Identify the number of workbooks needed for the Investigation and Trial Preparation Course
- o Determine funding needs/cost impact
- o Secure funding for development of a pilot workbook
- o Select a contractor to develop pilot workbook
- o Pilot-test the workbook
- o Evaluate/assess the feasibility of developing workbooks for the entire Investigation and Trial Preparation Course.

B.17 - Study the curriculum, quality, and presentation methodology of POST's Middle Management course by July 2004.

Performance Measures:

- o Establish Advisory Council to review all course materials and gather input.
- o Meet with current presenters of the Management Course to review curriculum
- o Develop proposed program revisions and necessary regulatory changes
- o Report to the Commission with recommendations

B.18 - Integrate appropriate ethics/values training into all POST-certified courses by January 2007.

Performance Measures:

- o Assemble a committee of subject matter experts to assist in developing training course certification criteria related to ethics and values
- o Identify specific courses that best lend themselves to ethics and values training components
- o Work with training presenters to infuse ethics and values training components into currently certified courses
- o Insure that new course certifications are reviewed against approved course certification criteria related to ethics and values

GOAL C: ENHANCE POST'S SERVICES

C.1 - Study the need for a voluntary law enforcement agency accreditation program by January 2004. (formerly Objective A.1)

Performance Measures:

- o Complete a survey of the field regarding accreditation
- o Complete review and update of accreditation standards
- o Initiate pilot test of accreditation program
- o Evaluate staffing needs

C.2 - Develop programs that will enhance peace officer and public safety dispatcher recruitment by January 2003.

Performance Measures:

- o Identify and publicize successful agency recruitment approaches
- o Identify potential programs or strategies for POST
- o Use POST's website as recruitment vehicle
- o Produce dispatcher recruitment video with existing funding

C.3 - Develop a system to provide early warning information on critical, emerging issues by January 2003.

Performance Measures:

- o Develop and implement "current awareness" program for staff and clientele
- o Develop a secure system to provide confidential updates on terrorism and other emerging issues

C.4 - Establish electronic data interchange with POST's clients by July 2004.

Performance Measures:

- o Notice of Appointment and Termination
- o Automated Course Certification
- o Course Announcement
- o Course Roster
- o Electronic Reimbursement
- o Certificate Issuance

C.5 - Promote college education for law enforcement applicants and incumbents by January 2003.

Performance Measures:

- o Publish information about the benefits of college education for law enforcement
- o Provide training on benefits in appropriate POST courses
- o Evaluate college units offered for completing POST's field training program
- o Promote community college Administration of Justice programs
- o Spotlight law enforcement agencies that have successful and exemplary college education incentive programs and requirements
- o Assess POST courses that are acceptable toward college courses

C.6 - Improve internal business processes for better efficiency of day-to-day tasks by January 2004.

Performance Measures:

- o Develop a central address system that allows for customization of mailing lists
- o Purchase equipment that will allow POST to scan specific documents and retrieve information through computer technology

C.7 - Evaluate the role POST should play in establishing and supporting pre-academy training and education programs by January 2003.

Performance Measures:

- o Obtain input from agencies operating cadet, explorer, pre-academy, and similar programs
- o Identify alternatives for recognizing exemplary programs
- o Identify measures that POST should take to support these programs

C.8 - Explore alternatives for re-establishment of a program to finance college education of in-service law enforcement officers; i.e., LEEP Program by January 2005.

Performance Measures:

- o Assess present status of formal educational level of California law enforcement personnel
- o Assess positives/negatives of the attainment of higher education (not training) of California law enforcement personnel
- o Assess fiscal impact on hiring agencies to employ more highly educated employees
- o Explore the feasibility of obtaining Federal and/or State funding for Law Enforcement attendance at education courses
- o Assess federal, state, and local political/professional support for increasing the level of formal education of law enforcement personnel

C.9 - Enhance technical training of POST staff on POST's regulations, laws, procedures which will enable staff to be more responsive to field inquiries by January 1, 2004.

Performance Measures:

- o Develop two-tier training course to reflect consultant and support staff needs
- o Consider use of problem-based training
- o Present and evaluate training program

C.10 -Develop information services to law enforcement that would enhance maintaining compliance with POST standards by January 1, 2005.

Performance Measures:

- o Study and consult with various POST bureaus on how we could better serve the field by reprogramming certain database functions
- o Develop a new series of reports for the field to assist in identifying persons who will need mandated training before they are out of compliance

C.11 - Implement a system within the POST Library to enable compatibility with other electronic libraries by January 1, 2005.

Performance Measures:

- o Review Library software packages to select a software conformant with the Z39.50 standards. This national standard defines a protocol for computer-to-computer information retrieval making it possible for a user in one library system to search and retrieve information from other library computer systems.
- o Work with the State Library system to obtain a grant for the project or seek a national grant to fund the purchase of software.
- o Acquire a Z39.50 software with a conversion package to allow POST to reformat the Library database to be in compliance with the accepted national standards.

C.12 - Explore the feasibility of using teleconferencing and net-conferencing for POST meetings by January 2004.

Performance Measures:

- o Train all POST staff in the use of the teleconferencing equipment in the Muehleisen Training room
- o Examine our business methods to determine those that could be accomplished through teleconferencing instead of travel
- o Provide staff with lists of teleconferencing sites statewide

C.13 - Study the feasibility of obtaining upper division or graduate college units for the SLI, MIDP, and the Command College by July 2004.

Performance Measures:

- o Review program issues and curriculum from all three programs
- o Meet with representatives of the CSU and UC systems on program requirements
- o Gather constituent input on the issues
- o Report to the Commission with recommendations

C.14 - Study the feasibility of a hierarchy of certificates for Public Safety Dispatchers participating in the POST Program by January 2004.

Performance Measures:

- o Convene a POST discussion group to propose initial experience criteria and appropriate training courses applicable to beginning, intermediate, or advanced certificate levels
- o Develop a subject matter expert group to work with POST to evaluate and establish guidelines and experience criteria necessary
- o Bring a recommendation proposal forward to the Commission with a certificate hierarchy for dispatchers

C.15 - Study the feasibility of amending POST's Mission/Values Statement to include references to ethics, valuing employees, and supporting law enforcement in reducing crime and other community safety problems by January 2003.

- o Establish a cross-section committee of POST employees to conduct the feasibility study
- o Evaluate the Mission and Value Statements to ensure they include the Strategic Plan objective references
- o Provide draft recommendations to POST staff for review and feedback
- o Review feedback and submit final recommendations to Executive Office for approval

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Public Hearing - POST's Field Training Program Requirements		Meeting Date July 17, 2002
Bureau Basic Training Bureau	Reviewed By Forrest G. Lewallen	Researched By Kate Singer
Executive Director Approval <i>Forrest G. Lewallen</i>	Date of Approval 6.26.02	Date of Report May 21, 2002
Purpose <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE**, **BACKGROUND**, **ANALYSIS**, and **RECOMMENDATION**. Use additional sheets if required.

ISSUE

Should the Commission approve, subject to the public hearing process, revisions to Regulations 1001, 1004, and 1005, and Commission Procedure D-13, and adoption of Regulation 1012 related to POST's Field Training Program Requirements?

BACKGROUND

In November 1997, the Commission approved regulation and procedure changes that provided for the mandating of standardized field training programs and the integration of those programs as part of the basic training requirement for all peace officers performing general law enforcement uniformed patrol duties. Since that date, POST has had the opportunity to observe the effects of current regulations and procedures (both at POST and at the participating agencies) and to meet with field trainers from various law enforcement agencies to determine the effectiveness and propriety of those regulations and procedures.

The Commission is modifying its Strategic Plan to include the integration of ethics, leadership, and community policing. Additionally, a number of studies conducted both within and outside POST have produced outcomes, measures, and information that warrant consideration for inclusion in the regulations and procedure that address field training programs and their collaborative courses.

To meet law enforcement's changing needs and to implement appropriate modifications to POST's current regulations and procedures related to field training, staff has developed proposed regulatory language for consideration by the Commission.

At its April 11, 2002 meeting, the Commission set for public hearing these proposed amendments. A copy of the proposed regulatory language is included under this agenda item as Attachment A.

ANALYSIS

The proposal before the Commission is to modify Regulations 1001, 1004, and 1005, and Procedure D-13 to ensure structure and consistency in field training programs and courses statewide, as well as, accommodate new trends and methods that will enhance agencies missions and values in concert with POST's Strategic Plan.

Key features of the proposed changes to regulations and procedure include:

- Specific and structured training for Supervisors, Administrators, and Coordinators (SACs) of field training programs will become required. The 24-hour Supervisor/Administrator/Coordinator (SAC) Course has standardized content per Commission Procedure D-13-5 (Attachment A) and enables those assigned to the position to understand the ongoing dynamics of field training and its relationship to the constantly changing Regular Basic Course. POST has found that many officers assigned to this position have not been Field Training Officers in the past and are not well prepared to oversee the integral facets of this basic training component. Selection and training of those most directly responsible for field training must be emphasized and be part of the whole program. The course will be required within 12 months of assignment to the SAC position.
- Specific, structured, and on-going updated training for Field Training Officers (FTOs) will become required. This training is necessary to keep FTOs apprised of the ongoing dynamics of field training and its relationship to the constantly changing Regular Basic Course. As with perishable skills, field training will evolve as laws, learning methods, and experiences change. It is imperative to assure that FTOs keep abreast of all the issues impacting their positions. Therefore, FTOs will be required to obtain 24 hours of update training every three years in the standardized topics listed in Commission Procedure D-13-6(Attachment A). They may meet this requirement through 'in-house' training or by attendance at a POST-certified Field Training Officer Update Course.
- A new definition of "uniformed patrol duties" that clearly establishes which peace officers are required to participate in a POST-Approved Field Training Program. This definition is supported by the POST Job Task Analysis (1998), the recent revision to the CPT requirement, and the integration of community oriented policing facets. That revised definition is:

Uniformed patrol duties are general law enforcement duties which include the detection and investigation of crime, patrol of a geographic area, responding to the full range of requests for police services, general enforcement of all state and local laws including physical arrests of suspects, and working with the community to reduce crime and address community concerns. These duties are performed by peace officers, wearing a department uniform, carrying a firearm and utilizing a marked emergency vehicle.

- Moving language currently found in Procedure D-13 and determined to be regulatory into Regulation 1004 (former Regulation 1004 being renumbered to 1012) to meet Office of Administrative Law (OAL) requirements and provide more clarity for departments seeking approval of their field training programs. This also allows for a separation of regulations that impact departments (Regulation 1004) and those that impact individual officers (Regulation 1005).
- Modifications to Regulation 1005 making the regulation more specific to the uniformed patrol assignment, allowing agencies to hire their own Level I Reserves without requiring them to complete a POST-approved field training program over again (current regulations require them to repeat the program), and ensuring departmental compliance with the POST field training program regulations within two years.

- Updates to the original topics in Procedure D-13 (field training program content and course curricula) to include specific components of leadership, ethics, and community oriented policing.
- Modifications that accommodate POST agencies who utilize alternative field training methods (i.e., problem-based field training programs) that better integrate leadership, ethics, community oriented policing, and problem oriented policing.

Since the institution of the current field training regulations in 1999, POST has completed a new Job Task Analysis for the uniformed patrol position, studied the integration of leadership, ethics, and community oriented policing into the Regular Basic Course, and participated in the training and pilot testing of an alternative problem-based field training program. Trends and methods are clearly changing in the area of basic training for law enforcement personnel. POST must now eliminate training voids created by current regulations in some areas (i.e., the SAC Course and FTO update training) and modify the regulations and procedures to keep up with new trends in training and allow for the changing needs of participating agencies.

The proposed regulation and procedure changes are the result of meetings with POST's Field Training Advisory Council over the last 18 months. The Council recognizes that, while most law enforcement agencies already have similar or higher field training standards in place, some agencies may find these recommended changes significant. For this reason, this proposal calls for the new regulations and procedure to be implemented and in place by July 1, 2003. This lead time allows agencies to develop, update, revise, and submit their programs to POST for approval. Additionally, current agency field training personnel will be "grandfathered" into the regulations. In essence, then, an agency will have until July 1, 2004 to train those assigned to a Field Training SAC position and July 1, 2006 to meet the FTO update training requirement.

RECOMMENDATION

If the Commission concurs, subject to the results of the public hearing process, it is recommended that the revisions to Regulations 1001, 1004, and 1005, and Commission Procedure D-13 and adoption of Regulation 1012 be mandated as proposed and become effective July 1, 2003 subject to approval from the Office of Administrative Law.

Commission on Peace Officer Standards and Training

POST ADMINISTRATIVE MANUAL

Draft

1001. Definitions.

(a) through (q) continued

- (r) "General law enforcement uniformed patrol duties" are duties which include the detection and investigation of crime, patrol of a geographic area, responding to the full range of requests for police services, general enforcement of all state and local laws including physical arrests of suspects, and working with the community to reduce crime and address community concerns. These duties are performed by peace officers, wearing a department uniform, carrying a firearm and utilizing a marked emergency vehicle.

previous (r) through (ll) relettered to (s) through (mm)

Commission on Peace Officer Standards and Training

POST ADMINISTRATIVE MANUAL

Draft

1004. Field Training Program

- (a) Program Requirements: Any department which employs peace officers and/or Level I Reserve peace officers shall have a POST-approved Field Training Program. Requests for approval of a department's Field Training Program shall be submitted on POST form 2-229 (Rev. 04/02), signed by the department head attesting to the adherence of the following program requirements:
- (1) The Field Training Program shall be delivered over a minimum of 10 weeks based upon the structured learning content as specified in PAM section D-13.
 - (2) A trainee shall have successfully completed the Regular Basic Course before participating in the Field Training Program.
 - (3) The Field Training Program shall have a Field Training Supervisor/Administrator/Coordinator (SAC) who:
 - (A) has been awarded or is eligible for the award of a POST Supervisory Certificate or
 - (B) has been appointed by the department head (or his/her designate).
 - (C) meets the training requirement specified in 1004(c) below.
 - (4) The Field Training Program shall have Field Training Officers (FTOs) who:
 - (A) have been awarded a POST Basic Certificate (not Specialized);
 - (B) have a minimum of one year general law enforcement uniformed patrol experience; and,
 - (C) have been selected based upon a department-specific selection process; and,
 - (D) meets the training requirements specified in 1004(d) below.
 - (5) Trainees shall be supervised depending upon their assignment
 - (A) A trainee assigned to general law enforcement uniformed patrol duties shall be under the direct and immediate supervision (physical presence) of a qualified Field Training Officer (as described in (4) above).
 - (B) A trainee temporarily assigned to non-enforcement, specialized function(s) for the purpose of specialized training or orientation (i.e., complaint/dispatcher, records, jail, investigations) is not required to be in the immediate presence of a qualified Field Training Officer while performing the specialized function(s).
 - (6) Trainee performance shall be:
 - (A) documented daily through journaling, daily training notes, or Daily Observation Reports (DORs) and shall be reviewed with the trainee by the Field Training Officer; and,
 - (B) monitored by a Field Training Program SAC, or designee, by review and signing of the DORs or, by completing and/or signing weekly written summaries of performance (e.g., Supervisor's Weekly Report, Coaching and Training Reports) that are reviewed with the trainee.

(7) Each Field Training Officer shall be evaluated by the trainee and a Field Training Supervisor/Administrator/Coordinator (SAC) as follows:

(A) The trainee shall complete an evaluation of each assigned Field Training Officer at the end of the Field Training Program.

(B) The Field Training Supervisor/Administrator/Coordinator (SAC) shall provide, at least annually, a detailed evaluation to each Field Training Officer on his/her performance as a Field Training Officer.

(8) Trainees shall complete an evaluation of the Field Training Program at the end of the program.

(9) The Field Training Officer's attestation of each trainee's competence and successful completion of the Field Training Program and a statement that releases the trainee from the program, along with the signed concurrence of the department head, or his/her designate, shall be retained in department records. Retention length shall be based upon department record policies.

An approved Field Training Program remains in force until modified, at which time a new approval is required.

(b) **Program Exemption:** A department may request an exemption of the Field Training Program requirement if:

(1) the department does not provide general law enforcement uniformed patrol services; or

(2) the department hires only lateral entry officers possessing a POST Basic Certificate and who have either:

(A) completed a POST-approved Field Training Program, or

(B) one year previous experience performing general law enforcement uniformed patrol duties.

Requests for an exemption shall be made on POST form 2-229 (Rev. 04/02), signed by the department head, along with written documentation attesting to the department's qualification(s) for an exemption. In the event that a department no longer meets the exemption criteria, a request for POST-approval of the department's Field Training Program shall be made as outlined in PAM, section D-13.

(c) **Field Training Supervisor/Administrator/Coordinator (SAC) Training Requirement:** Every peace officer promoted, appointed, or transferred to a supervisory or management position overseeing a field training program shall successfully complete a POST-certified Field Training Supervisor/Administrator/Coordinator (SAC) Course (as set forth in PAM, section D-13) prior to or within 12 months of the initial promotion, appointment, or transfer to such a position.

(d) **Field Training Officer (FTO) Training Requirements:**

(1) Every newly appointed FTO shall:

(A) successfully complete a POST-certified Field Training Officer Course (as set forth in PAM, section D-13) prior to training new officers; and,

(B) complete 24-hours of update training every three years. The update training shall be satisfied by:

1. completing a POST-certified Field Training Officer Update Course (as set forth in PAM, section D-13); or,

2. completing 24-hours of department-specific training in the field training topics contained in the Field Training Officer Update Course (as set forth in PAM, section D-13)

(2) Every reassigned FTO, after a 3 year-or-longer break in service as an FTO, shall

(A) successfully complete a POST-certified Field Training Officer Update Course (as set forth in PAM, section D-13) prior to training new officers; and,

(B) complete 24-hours of update training every three years. The update training shall be satisfied by:

1. completing a POST-certified Field Training Officer Update Course (as set forth in PAM, section D-13); or,
2. completing 24-hours of department-specific training in the field training topics contained in the Field Training Officer Update Course (as set forth in PAM, section D-13)

(e) Field Training Compliance Extension Request: The Commission, or its Executive Director, in response to a written request on POST form 2-229 (Rev. 04/02) may extend compliance with the field training program requirements for a department and/or its officers for up to one year. The requesting department must supply a written justification for an extension, and an action plan as to how and when the department will comply with the field training regulations. An additional one-year extension may be granted through the same process. A department will be considered out of compliance after the deadline of the second extension.

Commission on Peace Officer Standards and Training

POST ADMINISTRATIVE MANUAL

1005. Minimum Standards for Training. (Reference Regulation 1007 and Commission Procedure H for reserve peace officer training standards.)

- Draft
- (a) **Basic Training Standards (Required).** More specific information regarding basic training requirements is located in Commission Procedure D-1.
 - (1) **Basic Course Requirement:** Every peace officer, except Reserve Levels II and III, those peace officers listed in Regulation 1005(a)(3) [peace officers whose primary duties are investigative], and 1005(a)(4) [coroners or deputy coroners], shall complete the Regular Basic Course before being assigned duties which include the exercise of peace officer powers. Requirements for the Regular Basic Course are set forth in PAM, section D-1-3.
 - (A) **Field Training Program Requirement:** Every peace officer, except Reserve Levels II and III and those officers described in sections (AB) 1-4 5(below), following completion of the Regular Basic Course and before being assigned to perform general law enforcement uniformed patrol duties without direct and immediate supervision, shall complete a POST-approved Field Training Program as set forth in PAM section D-13.
 - (B) **Exemptions to the Field Training Program Requirement:** An officer is exempt from the Field Training Program requirement following completion of the Regular Basic Course:
 - 1. While the officer's assignment remains custodial related, or
 - 2. If the officer's employing agency department does not provide general law enforcement uniformed patrol services and the department has been granted an exemption as specified in Regulation 1004, or
 - 3. ~~If the officer is a lateral entry officer possessing a Regular Basic Certificate whose previous employment included general law enforcement patrol duties, or~~
 - 3. If the officer is a lateral entry officer possessing a POST Basic Certificate and who has either:
 - a) completed a POST-approved Field Training Program, or
 - b) one year previous experience performing general law enforcement uniformed patrol duties, or
 - 4. If the officer was a Level I Reserve and is appointed to a full-time peace officer position within the same department and has previously completed the department's entire POST-approved Field Training Program within the last 12 months of the new appointment, or has the signed concurrence of the department head attesting to the individuals competence, based upon experience and/or other field training, as a solo general law enforcement uniformed patrol officer, or
 - 45 If the officer's employing agency department has obtained a waiver as approval of a field training compliance extension request provided for in PAM section D-13 Regulation 1004.

(a)(2) - (h) continued

PAM section D-13 adopted effective June 15, 1990 and amended February 22, 1996, and amended effective January 1, 1999, and * is herein incorporated by reference.

The POST Field Training Guide (1988) (A Model POST Field Training Program) Section II, pages II-1 through II-39, is herein incorporated by reference effective June 15, 1990.

POST ADMINISTRATIVE MANUAL

COMMISSION PROCEDURE D-13

~~DRAFT~~
FIELD TRAINING
Draft

13-1. Purpose: This Commission procedure implements the minimum standards/requirements process for requesting approval of Field Training Programs established by law enforcement agencies pursuant to Sections 1004, 1005(a)(1) and (a)(2) and the collaborative field training courses. It also establishes the minimum content and curriculum requirements for the Field Training Program, Field Training Officer Course, Field Training Supervisor/Administrator/Coordinator (SAC) Course, and Field Training Officer Update Course.

Specific Requirements

13-2. Requirements for Field Training: The minimum content and approval requirements for field training programs are specified in section 13-3. The minimum content for collaborative courses is described in section 13-5, Field Training Officer Course; section 13-6, Field Training Administrator's Course; and section 13-7, Field Training Officer's Update Course. Requirements for certification and presentation of these collaborative courses are specified in Regulations 1051-1056. Instructional methodology is at the discretion of individual course presenters unless specified otherwise in a training specification document developed for the course.

13-32. Field Training Program Description and Approval Requirements Process: Regulations 1005(a)(1) and (a)(2) specify the basic training requirements for regular peace officers as successful completion of the Regular Basic Course and a POST-approved Field Training Program. The Field Training Program is designed to provide a training continuum which integrates the acquired knowledge and skills from the Regular Basic Course with the practical application of law enforcement uniformed patrol services. Field Training Programs approved by POST are restricted to supervised field training provided to peace officers after they have completed the Regular Basic Course. This field training does not extend to persons serving in ride-along, observer capacities.

Any agency department which employs regular officers shall seeking approval of their Field Training Program shall by submitting a Field Training Program plan package (described in (a) below) along with an Application For POST Approved Field Training Program, POST form 2-229 (Rev. 12/97-04/02) signed by the department head. An approved Field Training Program remains in force until modified, at which time a new approval is required. Prior to the submission of an package and application, a comparison review should be made of the agency's department's present policies, and practices, and structured learning content versus POST's minimum standards/requirements for an approved Field Training Program as stated in Regulation 1004 and section 13-3 below. Where needed, the agency department shall make changes to comply with the POST minimum standards/requirements. All applicants shall be notified in writing within 1030 working days regarding the completeness of the plan package and application. A decision for approval shall be reached within 1545 working days from the date the application is received. If an agency's department's Field Training Program is disapproved, the agency department must shall, within 60 days, resubmit an application for approval upon correction of the deficient areas outlined in the disapproval letter.

(a) A Field Training Program plan package submitted for approval shall minimally include:

- (1) a written description of the department's specific selection process for Field Training Officers, and;
- (2) an outline of the training proposed for agency department trainees, and;
- (3) a written description of the evaluation process for trainees and Field Training Officers; and,
- (4) copies of supporting documents (i.e., field training guides, learning matrixes, policies and procedures, and evaluation forms).

- (b) On POST form 2-229, the agency head must attest to the adherence of the following approval requirements:

- (1) The field training program, which shall be delivered over a minimum of 10 weeks, shall be based upon structured learning content as recommended in the *POST Field Training Program Guide* or upon a locally developed field training guide which shall minimally include the following topics:

13-3. Field Training Program Minimum Content Requirements: The *POST Field Training Program Guide* may be used as a model for developing a Field Training Program. In order to meet local needs, flexibility to cover additional content may be authorized with prior POST approval. A POST-approved Field Training Program shall minimally include the following topics:

Agency Orientation (including
Standards and Conduct)

Ethics

Leadership

Patrol Vehicle Operations

Officer Safety

Report Writing

California Codes and Law

Department Policies (General
Orders, Local Policies, and
Philosophies)

Patrol Procedures (including
Domestic Violence and Pedestrian
and Vehicle Stops)

Control of Persons, Prisoners, and
Mentally Ill (Adults and Juveniles)

Traffic (including DUI)

Use of Force

Search and Seizure

Radio Communications

Self Initiated Activity

Investigations / Evidence

Community Relations/Professional

Demeanor (including Cultural Diversity,
Community Policing, and Problem
Solving)

Tactical Communication/Management
Conflict Resolution

Unlisted Additional Agency-Specific
Topics (may include Community
Specific Problems, Special Needs
Groups, etc.)

- (2) The field training program's emphasis shall be on both training and evaluation of trainees.
- (3) A trainee shall have satisfactorily completed the Regular Basic Course before participating in the Field Training Program.
- (4) The field training program shall have a field training administrator who has been awarded or is eligible for the award of a POST Supervisory Certificate or has been selected based on the agency head's (or his/her designate's) nomination or appointment. Recommended training is the Field Training Officer Course and/or Field Training Administrator's Course.
- (5) Trainees shall be supervised depending upon their assignment:
- (A) A trainee assigned to general law enforcement patrol duties shall be under the direct and immediate supervision (physical presence) of a qualified field training officer.
- (B) A trainee assigned to non-peace officer, specialized functions for the purpose of specialized training or orientation (i.e., complaint/dispatcher, records, jail, investigations) is not required to be in the immediate presence of a qualified field training officer.
- (6) Each trainee shall be evaluated daily with written summaries of performance and reviewed with the trainee by the field training officer. Each trainee's progress shall be monitored by a field training administrator/supervisor by review and signing of the daily evaluations and/or by completing weekly written summaries of performance that are reviewed with the trainee.
- (7) A field training officer shall have: (1) been awarded a POST Basic Certificate; (2) successfully completed the POST-certified Field Training Officer Course; (3) one year patrol experience; (4) a supervisor's recommendation based upon the officer's desire to be a field training officer and their ability to be a positive role model; and (5) been selected based upon an agency specific selection process.

- (8) Each field training officer shall be evaluated by the trainee and a field training Administrator/Supervisor. The trainee shall complete and submit a confidential evaluation to a field training administrator/supervisor at the end of the field training program. A field training administrator shall provide a detailed evaluation to each field training officer on his/her performance as a field training officer.
- (9) Documentation of trainee performance shall be maintained by the agency. The field training officer's attestation of each trainee's successful completion of the field training program and a statement that releases the trainee from the program, along with the signed concurrence of the agency/department head or his/her designate, shall be retained in agency records. Retention length shall be based upon agency record policies.

13-4. Agency Head Signature Required: Signature of the agency head is required attesting to continued adherence to the field training program which is submitted for approval. Requests for approval of changes in previously approved programs shall be submitted to POST in writing

13-54. Field Training Officer's Course Description/Minimum Requirements: Presentation of a Field Training Officer Course requires POST certification (refer to Regulations 1051-1056). The Field Training Officer Course is shall be a minimum of 40 hours. In order to meet local needs, flexibility to present additional curriculum may be authorized with prior POST approval. Instructional methodology is at the discretion of individual course presenters unless specified otherwise in a training specification document developed for the course. The POST-Field Training Officer Course Curriculum shall minimally include the following topics:

Introduction/Orientation
Standardized Curricula & Performance Objectives
Field Training Program History & the Need for Standardization
Field Training Program Management
Legal Issues for the FTO
Key Elements of a Successful Field Training Program
The Professional Relationship Between the Field Training Officer and the Trainee
Cultural Diversity in Field Training Programs
Override/Intervention

Remediation Methodologies & Strategies
Adult Learning Theory
Officer Safety in the Field
Field Training Program Goals and Objectives
Supervisory Skills for the FTO
Ethics
Scenario Facilitation & Grading
Role Modeling
Teaching Skills Demonstration
Expectations of/for Field Training Officers
Review of Regular Basis Course Training
Competency Expectations/Evaluations/Documentation

Field Training Program Goals and Objectives
Keys to Successful Field Training Programs
Field Training Program Management/Roles of Program Personnel
Teaching and Training Skills Development (including Adult Learning, Problem-Based Learning, Training Demonstration, etc.)
The Professional Relationship Between the FTO and the Trainee (including Cultural Diversity)
Evaluation/Documentation

Expectations and Roles of the FTO (including Leadership, Ethics, Coaching, Mentoring Supervision, Role Modeling, etc.)
Officer Safety
Intervention
Remediation/Testing/Scenarios
Trainee Termination
Legal Issues and Liabilities
Review of the Regular Basic Course Training
Competency Expectations

13-65. Field Training Supervisor/Administrator's/Coordinator (SAC) Course Description/Minimum Requirements: Presentation of a Field Training Supervisor/Administrator's/Coordinator (SAC) Course requires POST certification (refer to Regulations 1051-1056). The Field Training Supervisor/Administrator's/Coordinator (SAC) Course is shall be a minimum of 24 hours. In order to meet local needs, flexibility to present additional curriculum may be authorized with prior POST approval. Instructional methodology is at the discretion of individual course presenters unless specified otherwise in a training specification document developed for the course. The Field Training Supervisor/Administrator's/Coordinator's (SAC) Course shall minimally include the following topics:

Field Training Program Management
Review of Regular Basis Course Training
Adult Learning/Contemporary Learning Methods
POST Field Training Program & Objectives
Oversight of Test/Scenarios
Development & Update System for Field Training

Agency Responsibilities
Review of FTO Course Training
History of Field Training Programs
Competency Evaluation
Supervisory Procedures
FTO Selection Process

13-76. Field Training Officer's Update Course Description-Minimum Requirements: Presentation of a Field Training Officer's Update Course requires POST certification (refer to Regulations 1051-1056). The Field Training Officer Update Course is shall be a minimum of 24 hours. In order to meet local needs, flexibility to present additional curriculum may be authorized with prior POST approval. Instructional methodology is at the discretion of individual course presenters unless specified otherwise in a training specification document developed for the course. The Field Training Officer Update Course Curriculum shall minimally include the following topics:

Review of Academy Regular Basic Course
Training
Legal Update Issues and Liabilities
Adult Learning Theory Update Contemporary
Learning Methods
Scenario Facilitation & Evaluation
Leadership, Ethics, and Professionalism
Remediation/Testing/Scenarios
Trainee Termination
Evaluation/Documentation

Recommendation Methodologies & Strategies
Skill Building Training
Ethics
Teaching Skills Update/Demonstration
Training/Teaching Skills Development
Competency Expectations
Additional Agency/Presenter-specific topics (which
may include: Community Oriented Policing, Challenging
Traits of Today's Trainees, Report Writing for FTOs,
Problem Solving for FTOs, Supervisory Skills
Development, etc.)

Waiver of Mandatory Field Training Program or Courses

13-8. Waiver of Mandatory Field Training Program or Courses: The Commission or its Executive Director, in response to a written request or on its own motion may, upon showing of good cause, waive the field training requirements, for an agency and/or its personnel, for a specific period of time. Waivers pursuant to this section will be granted only upon presentation of evidence that the agency is unable to comply due to significant financial constraint or the absence of qualified personnel to serve as field training officers.

Historical Note:

Procedure D-13 was adopted and incorporated by reference into Commission Regulation 1005 on June 15, 1990, and amended on February 22, 1996, and amended effective January 1, 1999, and _____.

Commission on Peace Officer Standards and Training

POST ADMINISTRATIVE MANUAL

Draft

~~1004.~~ 1012. Conditions for Continuing Employment

- (a) Every full-time peace officer employed by a participating department shall be required to serve in a probationary status for not less than 12 months from the date appointed to a full-time peace officer position.
- (b) In order to continue to exercise peace officer powers, any individual appointed to a full-time peace officer position pursuant to Penal Code section 830.1(a) must obtain a Basic Certificate as set forth in Penal Code section 832.4.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Proposed Changes to the Training & Testing Specifications for Peace Officer Basic Courses		Meeting Date July 17, 2002
Bureau Basic Training Bureau	Reviewed By <i>Forrest G. Lewallen</i>	Researched By Kelly York
Executive Director Approval <i>Kenneth J. O'Brien</i>	Date of Approval 6-24-02	Date of Report June 10, 2002
Purpose <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE**, **BACKGROUND**, **ANALYSIS**, and **RECOMMENDATION**. Use additional sheets if required.

ISSUE

Should the Commission approve, subject to the Notice of Proposed Regulatory Action process, changes to the Regular Basic Course training specifications as enumerated in this report?

BACKGROUND

As apart of an ongoing review of Regular Basic Course content, POST staff and curriculum consultants (academy instructors and other subject matter experts) thoroughly review learning domain content to determine if revisions are necessary. This process occurs in regularly scheduled workshops during which curriculum and supporting materials for specific domains are updated to reflect emerging training needs, compliance with legislatively mandated subject matter, changes in the law, or to improve student learning and evaluation.

Proposed changes to the training and testing specifications for Learning Domains #13 ABC Law are the result of these regularly scheduled reviews and impact one or more of the following elements of the domains:

- Learning Objectives
- Revision Dates

ANALYSIS

Following is a summary of the recommended changes to Learning Domain #13, ABC Law. Learning domain training and testing specifications containing complete proposed changes are shown in Attachment A.

- **Learning Domain # 13 (ABC Law)**

The proposed modifications added the phrase "both criminal and administrative" to the learning objective, "consequences of violations of the ABC Act," and the objective "conditions under which an ABC license is required;" providing further clarification of the required curriculum. The Subject Matter Experts (SMEs) unanimously agreed to delete the "crime elements, classification and appropriate Business and Professions Code section for beer keg registration"; stating that this section is too advanced and inappropriate for an entry level officer. Modifications to delineate the different code sections for "sale to, consumption by, or purchase by a minor" and "minor attempting to purchase" were also made.

The proposed revisions are recommended by staff and curriculum consultants to update and further refine the existing language of the training and testing specifications. All proposed changes have been reviewed and endorsed by the Consortium of Academy Directors and Coordinators. An amendment to Regulation 1005 (Attachment B) will be necessary to identify the date that the training and testing specification document was amended.

If the Commission concurs, it is proposed that Regulation 1005 and the document, *Training and Testing Specifications for Peace Officer Basic Courses*, be amended pursuant to the Notice of Proposed Regulatory Action process. If no one requests a public hearing, the amendments would become effective January 1, 2003.

RECOMMENDATION

It is recommended that the Commission, subject to the results of the Notice of Proposed Regulatory Action, approve the amendments to Regulation 1005 and the document, *Training and Testing Specifications for Peace Officer Basic Courses*, as described.

TRAINING AND TESTING SPECIFICATIONS FOR LEARNING DOMAIN #13 ABC LAW

January 1, 2001-2003

RBC	Other Basic Courses					Requal
	832	III	II	I	SIBC	
X				X		
X				X		
X				X		
X				X		
X				X		
X				X		
X				X		

I. LEARNING NEED

Peace officers must recognize their authority and responsibility to enforce ABC laws as established by the California legislature.

LEARNING OBJECTIVES

- A. Purpose of the ABC Act
- B. Responsibilities of the Department of ABC
- C. Law enforcement officer's responsibilities for enforcement of ABC laws
- D. Consequences of violations of the ABC Act, both criminal and administrative

II. LEARNING NEED

In order to effectively enforce the ABC Act, peace officers need to recognize the different types of licenses and enforce the privileges set forth by the Department of ABC.

LEARNING OBJECTIVES

- A. Types of licenses issues by the Department of ABC
- B. Information displayed on an ABC license
- C. Conditions under which an ABC license is not required

RBC	Other Basic Courses					Requal
	832	III	II	I	SIBC	
X				X		
X				X		
X				X		
X				X		
X				X		
X				X		
X				X		
						X
4				4		2

- B. Methods for determining if a suspected liquid is an alcoholic beverage
- C. Appropriate methods for obtaining evidence to establish proof of an ABC violation
- D. Procedures for establishing the age and identity of a suspect using legally accepted identification
- E. Techniques and requirements for an investigation involving minors in possession of alcoholic beverages
- F. General information to include in a written report involving a violation of ABC law
- G. Crimes most commonly associated with ABC law violations

V. REQUIRED TESTS

- A. The POST-constructed knowledge test on the learning objectives in Domain #13.
- B. The POST-constructed comprehensive test for the Requalification Course will include learning objectives in Domain #13.

VI. REQUIRED INSTRUCTIONAL ACTIVITIES

None

VII. HOURLY REQUIREMENTS

Students shall be provided with a minimum number of instructional hours on ABC law.

VIII. ORIGINATION DATE

January 1, 2001

IX. REVISION DATE

None January 1, 2003

Commission on Peace Officer Standards and Training

POST ADMINISTRATIVE MANUAL

1005. Minimum Standards for Training

All text continued

The document, *Training and Testing Specifications for Peace Officer Basic Courses*, adopted effective January 1, 2001 and amended effective October 1, 2001, January 1, 2002 and July 1, 2002, and _____* is herein incorporated by reference.

*date to be filled in by OAL

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Request for Public Hearing on Revisions to the Supervisory Course Curriculum and Related Regulatory Modifications		Meeting Date July 17, 2002
Bureau Center for Leadership Development	Reviewed By Ken Whitman	Researched By Steve Lewis
Executive Director Approval <i>Kenneth J. O'Brien</i>	Date of Approval 6-26-02	Date of Report May 24, 2002
Purpose <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input checked="" type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should the Commission set a public hearing to consider the revised Supervisory Course curriculum and proposed modifications to Commission Regulations 1070, 1082, and Procedures D-3?

BACKGROUND

The Supervisory Course is an 80-hour mandated course that was last revised in 1988. The course content has remained static and was in need of substantial revision to make it contemporary and to meet the needs of newly appointed supervisors. Regulation 1005 (b) is included as Attachment A.

Individuals who are mandated to attend are: 1) Every peace officer promoted, appointed or transferred to a first-line supervisory position; and 2) other regular officers who are promoted to a first-line supervisory position, provided that the officer has been awarded or is eligible for award of the Basic Certificate. Other individuals who may attend the course are: 3) Regular officers who may be promoted to first-line supervisor within the next 12 months; and 4) Regular officers who are assigned to quasi-supervisory positions. Both types of individuals may attend the course with their agency head approval, provided that the officer has been awarded or is eligible for award of the Basic Certificate.

The presenters of the Supervisory Course are local community colleges and law enforcement agencies. Community colleges present the course using State education financing. The college courses are taught in a classroom environment using instructors employed by the college. Law enforcement agency presenters use their own staff to teach the course. Both the community colleges and law enforcement agencies use predominantly lecture-based blocks of instruction.

Beginning in 1998, POST staff conducted a series of focus group meetings comprised of supervisors who had recently completed the Supervisory Course. Focus group participants made two general recommendations. First, that leadership techniques be stressed more in the course. Secondly, that instructors use more scenarios and practical exercises in an adult-learning environment so that students could develop strategies for addressing a wide range of supervisory issues.

The Commission authorized the redesign of the current course to provide more realism by using experience-based learning techniques, realistic case studies, and video taped scenarios. A curriculum design committee identified five general areas of instruction: leadership, communication, developing people, risk management, and a variety of topics requiring technical competence. The committee also produced a videotape of scenarios that could be used in the presentation of the revised course.

The final curriculum is presented with facilitated instruction, adult learning methodology, and structured small group exercises. An instructor's guide, a series of videotaped scenarios that present supervisory "problems," and a package of materials described as the supervisor's "desk drawer" support the presentation of the curriculum and the class exercises.

The Commission authorized five pilot presentations of the new course to determine its effectiveness. The San Diego Regional Training Center and the Sacramento Public Safety Center were the sites of the five pilots. Student evaluations of the pilots were very supportive of the curriculum content and the manner in which the course was presented. In three of the pilots, a senior sergeant who was also a graduate of the Master Instructor Development Program monitored, and evaluated all 80 hours of the course. All three evaluators had previously attended the current course. Each evaluator reported the new course was much improved over the previous course. A sixth pilot presentation was completed at the Santa Rosa Public Safety Training Center in January 2002.

Based on the pilot presentations, the new curriculum appears to better meet the needs of new supervisors. Two facilitators lead the class for the 80-hour presentation assisted by specific guest lecturers on technical subject matter. The new presentation format incorporates experience-based learning techniques that are guided and managed by the two key facilitators. The new curriculum document containing topics and objectives is included as Attachment B.

The Commission also authorized the presentation of a 48-hour Supervisory Course Facilitator Training course that has trained approximately 60 facilitators in the new curriculum. Two additional sessions are scheduled for this fall to train an additional 48 facilitators. Agencies and presenters using the new format would be required to send their facilitators to a certified training course prior to delivery of the revised curriculum.

At its April 20, 2002 meeting the Commission discussed the revised Supervisory Course curriculum. After discussion, the Commission voted to allow any presenter to deliver the new curriculum if they agreed to absorb all costs associated with the presentation of the new course.

ANALYSIS

In Fiscal Year 2000/2001 POST records indicate that 1,789 eligible personnel attended the Supervisory Course. Over the last five-year period, starting in FY 1996/97, 8,174 persons attended the course. This averages 1,650 persons annually over the five-year period. The attendance fluctuated annually in a range from 1,350 to 1,931 during this five-year period.

Based on a review of the last five fiscal years, it is anticipated that approximately 1,650 persons may attend the Supervisory Course in the fiscal year beginning July 1, 2002. Based on a maximum of 30 students in each class, 55 presentations of the Supervisory Course per year statewide will be required to accommodate an estimated 1,650 eligible students.

As a result of the Commission directive in April 2002, presenters may present either the current course curriculum or the revised curriculum. Staff met with representatives from 15 of the 19 presenters in May 2002, described the Commission's approval of the new curriculum, and discussed the strengths and weaknesses associated with delivery of the revised curriculum.

The majority of the presenters agreed to take the information back to their respective colleges and agencies for a decision on whether to present the current curriculum or the revised curriculum. To date, three presenters have requested certification packages for the revised curriculum.

During fiscal year 2002-03 approximately 1,650 persons may attend the Supervisory Course. With a maximum of 30 students in each class, 55 presentations of the Supervisory Course will be required to accommodate the projected 1,650 students. It is estimated that each 80-hour class presentation will cost approximately \$16,470. Attachment F is a preliminary estimate of costs for each presentation.

Because of the new presentation format, staff recommends that the Commission certify the revised course to qualified training presenters under annual contract. The contract method provides additional controls over the content, instructors, the quality of the presentation, and the costs for delivery of this mandated training. The contract presentations of the Supervisory Course provide a direct benefit to local law enforcement by allowing participation of personnel without tuition. It is also consistent with Commission policy of presenting high-cost training programs using an annual contract.

The estimated cost of each presentation is approximately \$16,470. If the Commission contracted for 55 presentations, attended by 30 eligible students per session, it is estimated that the annual costs for presentations would be approximately \$905,850 for fiscal year 2002-03. The cost for each eligible student would be approximately \$549 and included in the contract costs for presentation of the revised course statewide. This preliminary estimate of costs is based on the pilot presentations and discussions with course presenters. A more detailed analysis, including final cost estimates for presentation of the revised course, will be included in the agenda for the Public Hearing that is being requested for the November 2002 meeting.

Approval of the revised curriculum requires modifications to Commission Regulations 1070, 1082, and Procedure D-3. The changes are technical in nature and do not add any new requirements to regulations affecting agencies participating in the POST program. If the Commission agrees it is recommended that a public hearing be scheduled in conjunction with the November 2002 meeting. Attachments C, D, and E outline the proposed regulatory language changes.

RECOMMENDATIONS

It is recommended that the Commission schedule a Public Hearing in November 2002 to consider the revised Supervisory Course curriculum and proposed regulatory changes outlined above.

Commission on Peace Officer Standards and Training

POST ADMINISTRATIVE MANUAL

1005. Minimum Standards for Training

(a) continued

(b) Supervisory Course (Required).

- (1) Every peace officer promoted, appointed or transferred to a first-level supervisory position shall satisfactorily complete a certified Supervisory Course prior to promotion or within 12 months after the initial promotion, appointment or transfer to such position. An officer who will be appointed within 12 months to a first-level supervisory position or an officer assigned to a quasi-supervisory position may attend a Supervisory Course, if authorized by the department head. Requirements for the Supervisory Course are set forth in PAM, section D-3.
- (2) Every department participating in the POST reimbursement program may be reimbursed for completion of the Supervisory Course by an officer as described in (b)(1) above, provided that the officer is full time and has been awarded or is eligible for the award of the Basic Certificate.

(c) - (h) continued

PAM section D-3 adopted effective April 15, 1982, and amended October 20, 1983, and January 29, 1988, and ***** is herein incorporated by reference.

Supervisory Course Topics and Objectives

Attachment B

Topic Number	Course Topic	Objectives	Curriculum Day & Time
1	Accountability To understand how individuals are accountable within an organization.	<p>Objective 1.1: Given a small group discussion, the student will identify ways supervisors are accountable to peers, subordinates, superiors, community and self. Small groups will report their discussion to the class.</p> <p>Objective 1.2: After viewing a variety of fictitious employee video taped scenarios, the student will discuss in class ways to hold others accountable.</p> <p>Objective 1.3: After viewing video taped scenarios and role-playing a counseling session with an actor playing the part of a fictitious employee, students will practice formulating goals, devising an action plan, and setting evaluation criteria for accountability in a performance improvement plan.</p>	<p>Two AM</p> <p>Four AM Five AM Six AM & PM Seven AM Eight AM</p> <p>Six AM Eight AM Nine AM</p>
2	Communication in a Diverse Workforce Recognize diversity, understand differences, and communicate effectively with a diverse workforce.	<p>Objective 2.1: Given a large group discussion, students will identify the elements of diversity within the workforce.</p> <p>Objective 2.2: After viewing a variety of fictitious employee video taped scenarios, the student will discuss in small groups ways to effectively communicate with employees with diverse backgrounds.</p> <p>Objective 2.3: After a facilitated discussion, the student will identify legal issues and employee rights relative to harassment, and ethnic diversity.</p> <p>Objective 2.4: Given a role-playing exercise, the student will recognize that communication occurs verbally and non-verbally.</p> <p>Objective 2.5: Given the DISC Personal Inventory, the student will determine their personal style of communication and how best to communicate with other styles.</p>	<p>Two AM Five AM</p> <p>Two AM Four AM Five AM</p> <p>Four AM</p> <p>Eight AM</p> <p>One PM Two AM</p>

Supervisory Course Topics and Objectives

Attachment B

3	Conflict Management To develop conflict resolution skills and recognize the importance of applying them.	<p>Objective 3.1: After viewing a feature film, the student will discuss in class the conflict management issues portrayed in the film.</p> <p>Objective 3.2: After viewing a variety of fictitious employee video taped scenarios, the student will assess the nature of conflict and discuss in class ways to manage conflict.</p> <p>Objective 3.3: Given a specific conflict scenario, the student will prepare for and counsel an actor portraying the role of a fictitious employee. Students will:</p> <ul style="list-style-type: none"> * Identify the conflict. * Identify the issues and level of seriousness. * Develop a plan to address the conflict. * Apply mediation skills. * Documenting when appropriate. 	<p>One PM</p> <p>Four AM Five AM Six PM Nine AM</p> <p>Eight AM</p>
4	Counseling To provide appropriate counseling relative to an employee's performance.	<p>Objective 4.1: After viewing a variety of fictitious employee video taped scenarios, the student will discuss in class counseling techniques.</p> <p>Objective 4.2: Given a specific conflict scenario, the student will prepare for and counsel an actor portraying the role of a fictitious employee. The student will prepare appropriate documentation including a re-statement of employee expectations and identify the need for follow-up.</p> <p>Objective 4.3: After completing an employee performance evaluation on a fictitious employee, the student will practice delivering the evaluation to another student and receive feedback.</p>	<p>Four AM Five PM Six PM Seven AM & PM Nine PM</p> <p>Eight AM</p> <p>Nine AM</p>

Supervisory Course Topics and Objectives

Attachment B

5	Critical Evaluation Skills Develop skills in supervising employees at the scenes of critical incidents.	Objective 5.1: Given a series of case studies, the students will correctly identify strategies to reduce stress of employees involved in critical incidents and employee wellness.	Three AM Seven PM Eight PM
6	Critical Incident Management To develop strategies in the supervision of a variety of critical incidents.	Objective 6.1: Given several case studies of critical incidents, the student will discuss them in small groups and develop strategies for handling the incidents. Objective 6.2: Given a case study of a critical incident, the student will identify employee behaviors that require supervisory attention and appropriate referral resources for behaviors that are beyond the abilities of a supervisor.	Three AM Four AM & PM Five AM Six PM Seven AM Eight PM Ten AM ** Three AM Ten AM **
7	Decision-Making Models Become familiar and work with several decision-making models.	Objective 7.1: Become familiar with several decision-making models and use the appropriate model in developing the strategy for and handling a variety of critical incidents. Objective 7.2: Given a series of video taped scenarios, the student will decide which scenario requires immediate action and which requires more study.	Three PM Eight PM Ten AM **

****Videotaped critical incident scenarios will be produced by March 2001**

**Supervisory Course
Topics and Objectives**

Attachment B

<p style="text-align: center;">8</p>	<p>Documenting Employee Performance</p> <p>Understanding the importance and methods of identifying and documenting employee performance.</p>	<p>Objective 8.1: After a facilitated discussion, the student will identify legal issues and employee rights relative to employee performance.</p> <p>Objective 8.2: After viewing a variety of fictitious employee video taped scenarios, the student will correctly identify and document performance data on each employee. Based on the data, the student will prepare a performance evaluation and performance improvement plan on a selected fictitious employee.</p>	<p>Four PM</p> <p>Two AM & PM Four AM Five AM Six AM & PM Seven AM Nine AM</p>
<p style="text-align: center;">9</p>	<p>Employees Relationships</p> <p>Developing employee relationships to improve performance and enhance professional growth.</p>	<p>Objective 9.1: After viewing a variety of fictitious employee video taped scenarios, the student will in small groups discuss appropriate relationships with employees.</p> <p>Objective 9.2: Through case studies, the student will identify ways a supervisor's behavior can impact individuals and the organization.</p> <p>Objective 9.3: After viewing a variety of fictitious employee videotaped scenarios and case studies, the student will in small groups identify a supervisor's behavior that will positively or negatively affect employee behavior.</p>	<p>Two AM & PM Three AM</p> <p>Two AM & PM Four AM Five AM Six AM & PM Seven AM Nine AM</p> <p>Two AM & PM Three AM Seven PM Nine PM</p>
<p style="text-align: center;">10</p>	<p>Ethical Decision Making</p> <p>Understand and apply key ethical concepts as they relate to decisions involving individuals and groups.</p>	<p>Objective 10.1: After a facilitated discussion, the student will in small groups be able to apply an ethical decision-making model to a series of case studies and apply it to several situations depicted in a feature film.</p>	<p>Two PM Nine PM</p>

Supervisory Course Topics and Objectives

Attachment B

11	Evaluating Employees Developing the ability to establish and communicate goals and standards and evaluate employee performance.	<p>Objective 11.1: Given eight fictitious employees, the student will identify and evaluate standard performance expectations for each employee in a variety of situations.</p> <p>Object 11.2: Given eight fictitious employees, the student will accumulate data to write an employee performance evaluation and performance improvement plan on one of the employees.</p> <p>Objective 11.3: Given a role-playing exercise, the student will meet with and discuss an employee performance evaluation and performance improvement plan with the employee and receive feedback.</p>	<p>Two AM & PM Four AM Five AM Six AM & PM Seven AM Nine AM</p> <p>Two AM & PM Four AM Five AM Six AM & PM Seven AM Nine AM</p> <p>Nine AM</p>
12	Feedback-Giving and Receiving Develop skills in providing positive reinforcement, eliciting feedback from others, and validating understanding in communications.	<p>Objective 12.1: After viewing a variety of fictitious employee video taped scenarios, the student will in small groups discuss where feedback is appropriate and applicable.</p> <p>Objective 12.2: Given a role-playing exercise, the student will use questioning techniques to elicit feedback and use active listening skills to check for understanding.</p> <p>Objective 12.3: Given a role-playing exercise, the student will recognize the verbal and non-verbal types of communications used in giving and receiving feedback.</p> <p>Objective 12.4: Given the DISC Personal Inventory, the student will determine they respond to different types of giving/receiving feedback and how best to communicate with other styles.</p>	<p>Two PM Four AM Five AM Six AM & PM Seven AM</p> <p>Seven PM Eight AM</p> <p>Eight AM</p> <p>One PM Two AM</p>

Supervisory Course Topics and Objectives

Attachment B

13	Internal Affairs Investigations Understand statutory and case laws relative to administrative internal affairs investigations.	Objective 13.1: Given a reference guide and a series of scenarios, the student will become aware of and be able to refer to laws covered in 3300 of the Government Code and case laws relative to administrative investigations.	Four AM
14	Leadership Styles and Behaviors Understand behaviors required for effective leadership.	Objective 14.1: Through role-playing exercises, case studies, and in a variety of group discussions, the student will identify behaviors required for effective leadership, including high-risk behaviors, and consequences of different behaviors. Objective 14.2: Given a facilitated discussion on Situational Leadership, the student will know the four readiness levels of employees and the four supervisory responses that achieve success. Objective 14.3: After viewing a variety of fictitious employee video taped scenarios, the student will in small groups identify personal leadership strengths and weaknesses and their impact on the role of a supervisor.	One PM Two AM & PM Three AM & PM Four AM Three PM Four AM Two PM Four AM Five AM Six AM & PM Seven AM
15	Power and Authority Understand sources and appropriate use of power and authority in the role of the supervisor.	Objective 15.1: Through analysis and discussion of a feature film and case studies, the student will define the differences between power and authority and identify the sources of each. Objective 15.2: Given a self-assessment exercise, the student will identify his/her sources of power and authority. Objective 15.3: After viewing a variety of fictitious employee video taped scenarios, the student will be able to identify issues of power and authority and how they relate to organizational and personal objectives.	One PM Four AM Four AM Two PM Four AM Five AM Six AM & PM Seven AM

Supervisory Course Topics and Objectives

Attachment B

16	Recognizing Employee Performance Identify standard and above average performance for individuals, affirming standard behavior, and praising above average performance.	Objective 16.1: After viewing a variety of fictitious employee video taped scenarios, the student will be able to determine how to recognize employee performance.	Two PM Four AM Five AM Six AM & PM Seven AM
17	Role Transition Recognize new roles as supervisors and the impact of these roles on the organization and the individual.	Objective 17.1: Given a small group exercise, the student will list the new supervisory roles.	One AM Two AM
18	Stress Management Identify behaviors indicative of stress after employees have been subject to a critical incident and taking appropriate action.	Objective 18.1: Given a variety of critical incident case studies, the student will identify stressful behaviors in employees and how to react to them or seek referrals for them. Objective 18.2: After viewing a feature film, the student will in small groups discuss the impact of stress on various characters and how these behaviors would impact an organization.	Three AM Seven PM One PM Nine PM
19	Team Building Understand the techniques that encourage people to work together as a team and how to apply those techniques to subordinate, peer, and supervisory relationships.	Objective 19.1: Given a facilitated discussion, the student will learn stages of team development. Objective 19.2: After viewing a variety of fictitious employee video taped scenarios, the student will be able to identify behaviors that contribute to building teams.	Ten AM Two PM Four AM Five AM Six AM & PM Seven AM

Supervisory Course Topics and Objectives

Attachment B

20	Training Employees Understanding the responsibility of the supervisor as a trainer.	<p>Objective 20.1: Given a fictitious team of employees, the student will identify the training needs of one fictitious employee and will identify the training needs of one employee and prepare a training plan to enhance the employee's performance.</p> <p>Objective 20.2: Given the DISC Personal Inventory, the student will determine their personal style of learning and how best to train individual with other styles.</p> <p>Objective 20.3: Through analysis of one of the course topics, the student (in pairs) will conduct a briefing of other students regarding the topic.</p> <p>Objective 20.4: Given one of ten critical videotaped scenarios, the student (in pairs) will conduct a briefing based on their suggested response to the scenario.</p>	<p>Two PM Four AM Five AM Six AM & PM Seven AM Eight AM Nine AM</p> <p>One PM Two AM</p> <p>Three AM Five AM Six AM Eight AM</p> <p>Ten AM</p>
21	Values Understand and apply organizational and individual core values.	<p>Objective 21.1: Through analysis and discussion of a feature film, a training film, and case studies, the student will determine how to resolve conflict with individuals that have different values or individuals working within organizations that have different values.</p> <p>Objective 21.2: Given case studies, the student will apply organizational values to supervisory decision-making.</p>	<p>One PM Two PM Nine PM</p> <p>Two PM</p>

POST ADMINISTRATIVE MANUAL

COMMISSION PROCEDURE D-3

SUPERVISORY COURSE

Purpose

3-1. **Specifications for the Supervisory Courses:** This Commission procedure implements that portion of the Minimum Standards for Training established in Section 1005(b) of the Regulations for Supervisory Training.

Content

3-2. **Supervisory Course Subjects:** The Supervisory Course is a minimum of 80 hours (reimbursable up to 80 Hours) and consists of ~~curriculum~~ topics and objectives enumerated in the document "The POST Supervisory Course Curriculum, January 1986 Topics and Objectives. In order to meet local needs, flexibility in curriculum may be authorized with prior POST approval. The POST Supervisory Course Curriculum is organized under the following broad topic areas:

Introduction Role Identification and Transition
Values - Principles, Ethics -
Ethical Decision-Making
Leadership Styles and Behaviors
Liability Issues Critical Incident Management
Assertive Leadership Conflict Management
Evaluating Employees
Recognizing and Documenting Employee
Performance Appraisal
Counseling
Discipline Power and Authority
Employee Relationships

Administrative Support Accountability
Planning and Organizing
Communication in a Diverse Workforce
Training Employees
Report Review
Internal Affairs Investigations
Stress Management
The Transition
Decision-Making Models
Feedback-Giving and Receiving
Team Building

Total Minimum Required Hours 80

Historical Note:

Section D-3 adopted and incorporated by reference into Commission Regulation 1005 on April 15, 1982, and amended on October 20, 1983, and January 29, 1988, and *****.

POST ADMINISTRATIVE MANUAL

ATTACHMENT D

COMMISSION REGULATION

1070. Minimum Training Standards for Instructors of POST-Certified Specialized Training Courses.

(a) Minimum training standards. Effective July 1, 2002, primary instructors of any POST-certified specialized training course listed below shall complete the specified training standard, or its equivalent, prior to leading instruction in the POST-certified course. Instructors other than primary instructors must complete the appropriate training standard, or its equivalent, if they are appointed on or after July 1, 2002, or if they instruct at a new training institution on or after July 1, 2002. "Primary instructor" is defined in Regulation 1001, and the equivalency process is defined in Regulation 1070(b).

The courses listed below under "Training Standard" may refer to prerequisites which are stated in the *POST Catalog of Certified Courses*.

CERTIFIED COURSE
the following

TRAINING STANDARD (*Content for courses is in Regulation 1082*).

Arrest and Control Techniques
Defensive Tactics

Arrest and Control Instructor or
Instructor

Basic Supervisory Course

Supervisory Course Instructor Training

Baton/Impact Weapons

Baton/Impact Weapons Instructor *or*

Defensive Tactics

Instructor

Chemical Agents

Chemical Agents Instructor

Defensive Tactics Update

Defensive Tactics Instructor or Arrest
and Control Instructor *and* Baton/Impact
Weapons Instructor

Diversionary Devices

Diversionary Devices Instructor

Driver Training Update

Driver Training Instructor

Driver Training-Simulator

Driver Training Simulation Instructor

Firearms (*As a stand-alone course or as
part of a larger course*)

Firearms Instructor

First Aid/CPR

First Aid/CPR Instructor

Force Options Simulator

Force Options Simulator Instructor

Hazardous Materials-First

Hazardous Materials Train-the-Trainer

Responder

Institute for Criminal Investigation

Institute for Criminal Investigation
Instructor

Less Lethal Weapons

Less Lethal Force Instructor

Motorcycle Training

Motorcycle Training Instructor

Physical Training (*Basic Course*)
Supervisory Leadership Institute

Physical Training Instructor
Supervisory Leadership Institute
Instructor

(b) **Equivalency Process.** The training standard specified in (a) above may be satisfied through an equivalency evaluation performed by the presenter. An individual requesting an evaluation of non-POST-certified training to meet the minimum training standard shall submit to the presenter an expanded course outline for each course to be considered in the evaluation. Additionally, each course outline must indicate the name of the course, dates of training, and the name of the training presenter. Presenters will base their evaluations on a comparison of the submitted expanded course outline(s) against the content specified in Regulation 1082 for the required course. Documentation for approved equivalencies shall be retained by the presenter.

(c) **Proof of Completed Training Standard.** Presenters of the POST-certified courses specified in (a) above are required to maintain documentation which demonstrates satisfaction of the minimum training standard by their instructors who teach any of the certified courses listed in subsection (a). Documentation shall be a copy of the certificate of course completion issued by the training presenter of the required training standard in (a) above, or a POST training record (as maintained in the POST data base) for the instructor, or the expanded course outline(s) used in conducting an equivalency per (b) above. Documentation must be made available for POST inspection upon request.

POST ADMINISTRATIVE MANUAL

ATTACHMENT E

COMMISSION REGULATION

1082. Minimum Content Requirements for POST-Certified Instructor and Academy Staff Courses.

(a) Minimum course content. The POST-certified courses listed in this regulation, which is responsive to Regulations 1070 and 1071, shall meet the minimum content requirements as stated below. Presenters are expected to assess student proficiency in each topic area. The assessment (written/oral examination) must be consistent with learning objectives. Requirements for certification and presentation of these courses are specified in Regulations 1052 – 1056.

* All instructor and academy staff courses shall include content on legal issues, performance evaluation techniques, and safety protocols.

- | | |
|--|--------------------------------------|
| (1) Academy Director/Coordinator Workshop: | (D). Injury Prevention |
| (A). Academy Management Guidelines | (E). Prisoner Restraint |
| (B). Basic Training Support System | (F). Searches |
| (C). Budgeting | (G). Use of Force |
| (D). Ethics and Professionalism | (H). Weaponless Defense |
| (E). Instructional Planning | (I). Weapon Retention/Takeaway |
| (F). Instructional Quality | * (See above) |
| (G). Instructional Resources | |
| (H). Learning Domain Instructional System | (3) Baton/Impact Weapons Instructor: |
| (I). Testing Regulations and Management | (A). Blocking Techniques |
| * (See above) | (B). Drawing Techniques |
| | (C). Patterns of Movement |
| (2) Arrest and Control Instructor: | (D). Stances |
| (A). Body Physics and Dynamics | (E). Strike Zones |
| (B). Control Techniques | (F). Striking Techniques |
| (C). Handcuffing | (G). Use of Force |

* (See above)

(4) Chemical Agents Instructor:

- (A). Decontamination
- (B). Delivery Methods
- (C). Disposal of Aerosol Devices
- (D). First Aid Protocols
- (E). Gas Mask Application
- (F). Maintenance of Aerosol Devices

* (See above)

(5) Defensive Tactics Instructor:

The content for this course is a composite of the "Arrest and Control Instructor" and "Baton/Impact Weapons Instructor" courses.

(6) Diversionary Devices Instructor:

- (A). Device Deployment and Ignition
- (B). Overpressure
- (C). Types of Devices
- (D). Types of Diversions

* (See above)

(7) Driver Awareness Instructor:

- (A). Course Management
- (B). Defensive Driving
- (C). Pre-Shift Inspection
- (D). Reverse Driving Practical Application
- (E). Vehicle Control Techniques
- (F). Vehicle Dynamics

* (See above)

(8) Driver Training Instructor:

- (A). Defensive Driving
- (B). Pursuit Guidelines
- (C). Risk Assessment
- (D). Vehicle Control Techniques

* (See above)

(9) Driver Training Simulation Instructor:

- (A). Code 3 and Pursuit Decision Making
- (B). Driving Coordination/Communication Tactics
- (C). Scenario Design
- (D). Simulator Calibration/Troubleshooting
- (E). Simulator Orientation
- (F). Vehicle Control Techniques

(G). Vehicle Dynamics

(H). Work Station Operation

* (See above)

(10) Firearms Instructor:

- (A). Coaching
- (B). Firearms Maintenance
- (C). Fundamentals of Shooting
- (D). Range Preparation
- (E). Tactical Considerations
- (F). Target Analysis

(G). Use of Force Guidelines

* (See above)

(11). First Aid/CPR Instructor:

(A). Abdominal/Chest Injuries

(B). Bleeding

(C). Burns

(D). Cardiovascular System

(E). Communicable Diseases

(F). CPR Techniques

(G). Dressings/Bandages

(H). Environmental Emergencies

(I). Fractures

(J). Obstetric/Pediatric Emergencies

(K). Patient Assessments

(L). Respiratory System

(M). Shock

(N). Wounds

* (See above)

(12) Force Options Simulator Instructor:

(A). Force Options

(B). Scenarios Application

(C). Simulator Weapons Familiarization

(D). Tactics

* (See above)

(13) Hazardous Materials Instructor (Train-the-Trainer):

(A). Haz Mat Containment

(B). Haz Mat Identification and Assessment

(C). Incident Management

(D). Notification Protocols

(E). Placarding/Labeling

(F). Responder Awareness Actions

(G). Simulated Incidents

* (See above)

(14) Institute for Criminal Investigation (ICI) Instructor:

(A). Workshop on adult experience-based learning

(B). Workshop for instructional competency verification

(C). Student teaching in a classroom environment, under the observation of a Master Instructor

* (See above)

(15) Less Lethal Force Instructor:

(A). Apprehension Techniques

(B). Level of Effectiveness

(C). Medical Treatment Protocol

(D). Precautions

(E). Projectile Specifications

(F). Psychological Effects

(G). Reporting Procedures

* (See above)

(16) Motorcycle Training Instructor:

(A). Apexing

(B). Braking Demonstrations

(C). Cone Patterns

(D). Defensive Riding

(E). Enforcement Stops

(F). Incline Work

(G). Motorcycle Maintenance

(H). Pullouts

(I). Street Riding Techniques

* (See above)

(17) Physical Training Instructor:

(A). Anatomy/Physiology

(B). Biomechanics

(C). Calisthenics

(D). Circuit Training

(E). Conditioning Principles

(F). Exercise Prescription

(G). Injury Prevention and Assessment

(H). Motivation

* (See above)

(18) Recruit Training Officer Workshop:

(A). Basic Training Delivery System

(B). Counseling Techniques

(C). Ethics and Professionalism

(D). Functions of the Recruit Training Officer

(E). POST Administration/Organization

(F). Special Training Issues

(See above)

(19) Supervisory Leadership Institute (SLI) Instructor:

(A). Workshop on experience-based learning and facilitation skills

(B). Competency verification/evaluation session.

* (See above)

(20) Supervisory Course Instructor

(A). Workshop on experience-based learning and facilitation skills

(B). Competency verification/evaluation session

* (See above)


Supervisory Course
Preliminary Cost Estimates
Fiscal Year 2002-2003

Attachment F

1.	SERVICES - Instruction and Coordination	\$10,695.00
2.	EQUIPMENT AND SUPPLIES	\$1,095.00
3.	MISCELLANEOUS - Facilities	<u>\$4,680.00</u>
	Per Presentation Cost	\$16,470.00

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Request From the Los Angeles Police Department for an Exemption From the Perishable Skills-Driver Training Requirement		Meeting Date July 17, 2002
Bureau Executive Office	Reviewed By Ken O'Brien	Researched By Mike DiMiceli
Executive Director Approval 	Date of Approval 6.24.02	Date of Report June 13, 2002
Purpose <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE**, **BACKGROUND**, **ANALYSIS**, and **RECOMMENDATION**. Use additional sheets if required.

ISSUE:

Should the Commission grant the Los Angeles Police Department an exemption from the Perishable Skills - Driver Training requirement?

BACKGROUND:

At the March 2002 meeting, the Long Range Planning Committee received a request from the Los Angeles Police Department concerning the Perishable Skills - Driver Training Requirement. Commander George Gascon, Human Resources Group, Los Angeles Police Department presented the request to the Committee. Two recommendations were presented to the Committee:

- "It is recommended that POST grant law enforcement agencies an exemption from your perishable skills requirement that driver training must be conducted on Driving Simulators or EVOC;" and
- "We further recommend that POST allow law enforcement agencies the flexibility to conduct driver training in classrooms, utilizing 'Problem-Based Learning (PBL)' techniques to reinforce driver decision-making skills, which account for the vast majority of all law enforcement traffic collisions."

The Committee directed staff to consider the LAPD recommendations and request, and to present a response at the June 7, 2002 meeting. The Long Range Planning Committee received the report and response from POST staff at the June 2002 meeting. A summary of the staff's response is presented below.

The complete report is Attachment A.

ANALYSIS

The request and recommendations from the LAPD pose several issues to which the response is directed. The issues are identified below.

- Issue 1: The perishable skills-driver training requirement does not address judgment and decision-making, which are the basis for the primary causes of officer-involved collisions.
- Issue 2: The driving simulator is designed to teach only psychomotor driving skills and it does not accomplish that function. In addition, psychomotor driving skills are practiced daily as officers routinely perform their duties.
- Issue 3: Classroom training, as configured and proposed by the LAPD utilizing Problem-Based Learning (PBL) techniques, can effectively reinforce decision-making skills.
- Issue 4: The LAPD does not have the "behind-the-wheel" (EVOC) or driving simulator capabilities to train approximately 8,700 officers who are subject to this requirement.
- Issue 5: An exemption from the specification that driver training must be conducted on a simulator or on an emergency vehicle operations course should be granted to the LAPD and "law enforcement agencies."

Following an extensive review of the LAPD report and recommendations, and upon completing the research and analysis that is described in the report, staff concludes:

- The Perishable Skills-Driver Training requirement primarily addresses driving judgment and decision-making and secondarily refreshes psychomotor driving skills;
- The driving simulator is designed to teach and reinforce judgment and decision-making. The "behind-the-wheel" training will teach and refresh psychomotor driving skills and it also reinforces judgment and decision-making.
- Routine driving during the daily performance of law enforcement duties does not constitute training and is not an acceptable means of satisfying the driver training requirement;
- The LAPD classroom-based driver training program, as presently designed and delivered, does not adequately address or reinforce driver decision-making skills and it is not a satisfactory alternative to satisfy the perishable skills requirement; and
- An exemption from Perishable Skills - Driver Training requirement is not appropriate for the LAPD.

RECOMMENDATION:

The staff recommends the Commission not create an exemption from the current Perishable Skills - Driver Training requirement for the LAPD or other law enforcement agencies. The staff also recommends the Commission not approve classroom training as an alternative means of satisfying the Perishable Skills - Driver Training requirement.

The Long Range Planning Committee received the staff report and approved the staff's recommendations. The Committee recommends: 1) the Commission not grant an exemption from the Perishable Skills - Driver Training requirement to the LAPD or other law enforcement agencies; and 2) the Commission not approve a classroom training program as an alternative means of satisfying the Perishable Skills - Driver Training requirement.

Accordingly, if the Commission concurs, the appropriate action is a MOTION to accept the staff report and recommendations, and to: 1) Not grant an exemption from the Perishable Skills - Driver Training requirement to the LAPD or other law enforcement agencies; and 2) Not approve a classroom training program as an alternative means of satisfying the Perishable Skills-Driver Training requirement.

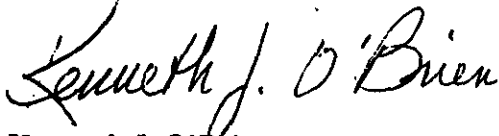
State of California

Department of Justice

MEMORANDUM

To : Long Range Planning Committee

Date: May 23, 2002



Kenneth J. O'Brien
Executive Director

From : Commission on Peace Officer Standards & Training

Subject: **REQUEST OF THE LOS ANGELES POLICE DEPARTMENT FOR AN
EXEMPTION FROM THE PERISHABLE SKILLS - DRIVER TRAINING
REQUIREMENT**

ISSUE

The attached report presents the response of POST staff to the request of the Los Angeles Police Department for an exemption from the Perishable Skills - Driver Training requirement.

BACKGROUND

At the March 2002 meeting, the Long Range Planning Committee received a request from the Los Angeles Police Department concerning the Perishable Skills - Driver Training Requirement. Commander George Gascon, Human Resources Group, of the Los Angeles Police Department, presented the request to the Committee. Two recommendations were presented to the Committee:

1. "It is recommended that POST grant law enforcement agencies an exemption from your perishable skills requirement that driver training must be conducted on Driving Simulators or EVOC;" and
2. "We further recommend that POST allow law enforcement agencies the flexibility to conduct driver training in classrooms, utilizing Problem-Based Learning (PBL) techniques to reinforce driver decision-making skills, which account for the vast majority of all law enforcement traffic collisions."

The Committee directed staff to consider the LAPD recommendations and request, and to present a response at the June 7, 2002 meeting.

SUMMARY

The attached report summarizes the staff research and presents conclusions and recommendations in response to the LAPD request.

The conclusions of staff, presented in the report, are:

1. The Perishable Skills - Driver Training requirement is designed to address judgment and decision-making, and to refresh psychomotor driving skills;
2. The driving simulator is designed to teach and reinforce judgment and decision-making. The "behind-the-wheel" training will refresh psychomotor driving skills and also will reinforce judgment and decision-making;
3. Routine driving during the daily performance of law enforcement duties does not constitute training and is not an acceptable alternative for satisfying the driver training requirement;
4. The classroom training as designed and delivered by the LAPD does not effectively reinforce the judgment and decision-making skills of each student. It is not an acceptable alternative for satisfying the driver training requirement;
5. The LAPD does not effectively utilize the existing driver training capabilities and has not clearly demonstrated that those capabilities are inadequate to accommodate the officers who must satisfy this training requirement; and
6. An objective justification for an exemption from the training requirement for the LAPD and law enforcement agencies has not been demonstrated. Further, a statewide exemption, without an acceptable alternative training methodology, will nullify this requirement.

RECOMMENDATIONS

The report notes that only the Commission, by amending its regulation, can create an exemption from the current training requirement that is specified in Regulation 1005(d)(2) and Procedure D-2. The staff recommends the Commission not create an exemption from the current Perishable Skills - Driver Training requirement for the LAPD or other law enforcement agencies. The staff also recommends the Commission not approve the LAPD or other classroom training as an alternative for satisfying the Perishable Skills - Driver Training requirement.

Accordingly, if the Committee concurs, the appropriate action is a MOTION to accept the staff report and recommend to the Commission that it: 1) **Not** grant an exemption from the Perishable Skills - Driver Training requirement to the LAPD or other law enforcement agencies; and 2) **Not** approve a classroom training program as an alternative for satisfying the Perishable Skills - Driver Training requirement.

PERISHABLE SKILLS – DRIVER TRAINING REQUIREMENT

Response to the Request for Exemption
From the
Los Angeles Police Department

June 7, 2002

PERISHABLE SKILLS – DRIVER TRAINING REQUIREMENT

This report is prepared for the Long Range Planning Committee. The report presents the response of POST staff to the recommendations of the Los Angeles Police Department concerning the Perishable Skills - Driver Training requirement.

BACKGROUND

At the March 2002 meeting, the Long Range Planning Committee received a presentation concerning the Los Angeles Police Department's position regarding the Perishable Skills – Driver Training Requirement. The presentation focused specifically on the requirement that driver training must be provided using either a driving simulator or behind-the-wheel methodology. Commander George Gascon, Human Resources Group, Los Angeles Police Department, made the presentation to the Committee. The Commander's written report presented the Committee with two recommendations that would exempt the LAPD from the driver training requirement. The recommendations are:

- “It is recommended that POST grant law enforcement agencies an exemption from your perishable skills requirement that driver training must be conducted on Driving Simulators or Emergency Vehicle Operations Course (EVOC);” and
- “We further recommend that POST allow law enforcement agencies the flexibility to conduct driver training in classrooms, utilizing ‘Problem-Based Learning’ (PBL) techniques to reinforce driver decision-making skills, which account for the vast **majority** of all law enforcement traffic collisions.”

In support of the recommendations, Commander Gascon reported:

- a) The analysis of LAPD officer-involved collisions for the period of 1996-2001 identified primary cause factors that are based in judgment and decision-making, rather than psychomotor driving skills. The report states “The results of this analysis clearly support the findings...that officers get into traffic collision (*sic*) because they simply are not paying attention when driving the vehicle or they choose to ignore the rules of the road and overdrive;”
- b) The perishable skills requirement focuses on psychomotor driving skills that do not constitute the primary causal factors in officer-involved collisions;

- c) The driving simulator is to be used to teach driving skills, and it does not accomplish that function;
- d) Police officers practice driving skills daily as they routinely perform their duties; and
- e) The Department estimates that approximately 8,700 officers at the ranks of lieutenant and below are affected by the training requirement, and the LAPD has neither the staff nor the facilities to train that number of officers.

In support of the written report, Commander Gascon provided a videotaped documentary program (American Driver), originally developed by and aired on The Learning Channel, and a Power Point presentation.

The LAPD report, including the recommendations, is Attachment A.

Following extensive discussion, the Committee directed staff to study the LAPD report and recommendations and to present a response at the June 7, 2002 meeting.

ISSUES FOR STUDY

The recommendations from the LAPD pose several issues to which this response is directed. The issues are identified below. The response to each issue is presented separately in the Analysis of the Issues section of this report.

- Issue 1:** The Perishable Skills - Driver Training requirement does not address judgment and decision-making, which are the basis for the primary causes of officer-involved collisions.
- Issue 2:** The driving simulator is designed to teach only psychomotor driving skills and it does not accomplish that function. In addition, psychomotor driving skills are practiced daily as officers routinely perform their duties.
- Issue 3:** Classroom training, as designed and proposed by the LAPD utilizing Problem-Based Learning (PBL) techniques, can effectively reinforce decision-making skills.
- Issue 4:** The LAPD does not have the "behind-the-wheel" (EVOC) or driving simulator capabilities to train approximately 8,700 officers that are subject to this requirement.

Issue 5: An exemption from the specification that driver training must be conducted on a simulator or on an emergency vehicle operations course should be granted to the LAPD and "law enforcement agencies."

ANALYSIS OF THE ISSUES

In this section, each issue identified above is analyzed and a response is presented. The analysis includes a comprehensive description of the issue, the appropriate background information, the results of current research, and the rationale that supports the concluding response.

Issue 1: The Perishable Skills-Driver Training requirement does not address judgment and decision-making, which are the basis for the primary causes of officer-involved collisions.

The perishable skills training requirement, established in Regulation 1005(d)(2) and Procedure D-2, was approved by the Commission following a public hearing at the January 25, 2001 meeting. The record of the hearing does not include any statement from the LAPD concerning the proposed perishable skills training requirement. The requirement became effective on January 1, 2002. The regulation and procedure are Attachment B.

The staff report to the Commission, in January, concerning the requirement states that training in arrest/control, driving, and firearms address "major psychomotor skills."

The LAPD proposal "strongly supports" this training for arrest/control, firearms, and communications. However, the LAPD position is that inattention, judgment, and decision-making are the primary causes of officer-involved collisions, not psychomotor driving skills. The LAPD concludes and states that simulator or behind-the-wheel training is inappropriate because it focuses on driving skills rather than judgment and decision-making. In support of this position, and the emphasis on training on judgment and decision-making, the LAPD cites its analysis of 5,697 officer-involved collisions, a documentary program produced by The Learning Channel, and information from other sources.

The LAPD analyzed 5,697 officer-involved collisions for the period of 1996-2001. From that analysis, the LAPD describes unsafe speed, unsafe starting or backing, following too close, unsafe lane change, unsafe left turn, "other than driver," and "other improper driving" as the primary collision factors in the greatest number of collisions during that period. It is the LAPD position that perishable skills-driver training must focus on judgment and decision-making that is inherent in these collision factors, rather than on "driving skills." It should be noted that the number of collisions involving these factors has increased steadily or remained relatively unchanged during the study period of 1996-2001. Only the factor of "following too close" decreased during this period. However, the numbers of collisions reported for 2000 and 2001 are

exactly the same in all categories throughout the list, and POST staff believes the data are incomplete or incorrect. The list of collisions provided by the LAPD is Attachment C.

The LAPD experience concerning the primary causes of collisions is consistent with the history of law enforcement driving and officer-involved collisions. The 1986 POST publication, *Feasibility on the Use of Simulation Systems for Law Enforcement Driver Training*, provides an analysis of nearly 4,000 officer-involved collisions that were classified as preventable. The data were provided by ten agencies including the LAPD and the California Highway Patrol. The primary causes of those collisions include unsafe backing, unsafe turning, unsafe lane change, unsafe speed, and other (inattention). The cover page of the report and a roster of the committee are Attachment D. The LAPD participated in that study.

That study was followed by a study of options for law enforcement driver training simulation systems that was performed for POST by the Hughes Aircraft Company, Training and Support Systems Group. The study reports, submitted in 1989 and 1990, concluded that part-task driving simulators could provide effective training in decision-making. As a result of nearly four years of study, POST initiated the development of part-task driving simulators and appropriate scenarios for use in law enforcement driver training. The cover pages of the Hughes reports are Attachment E.

POST and the LAPD agree that inattention, judgment, and decision-making are important factors in officer-involved collisions. However, the LAPD either misunderstands or has misinterpreted the function and objectives of driving simulator training. The LAPD apparently does not recognize that perishable skills-driver training, and specifically the driving simulator, focuses on judgment and decision-making in both routine (patrol) and pursuit driving.

The POST report to the Legislature, *California Law Enforcement Training in the 1990's, A Vision of Excellence*, published in 1991, included the conclusion "...that POST should develop prototype simulator systems in driver training, shooting, decision-making exercises, and critical incident management to reduce potentially life-threatening confrontations and major liability issues facing law enforcement today." The cover page of the report is Attachment F.

In 1993, following nearly two years of intensive study of driving simulators, the Commission funded a pilot project and created three driving simulator sites. In 1998, the Commission funded a driving simulator for the LAPD.

From the beginning, the focus of training on driving simulators has been judgment and decision-making. POST staff, agency staff at the pilot project sites, and agency staff at each of the current simulator sites acknowledge that the training is intended to focus on judgment and decision-making. The document, *Driver Simulator Training Development Guidelines*, published by POST in 1999, states in the introduction:

"The driving simulator is an important part of a comprehensive driver training program. It provides students practice in honing their judgment and decision-making for routine patrol and transportation as well as for emergency response and pursuit driving. Students can practice making decisions in simulated life and death situations reflecting those actually encountered in the course of their duties...Students can experience the consequences of decisions based upon incomplete information or poor judgment and learn what actions should have been taken to reduce or eliminate the risk."

Further, the specifications for a law enforcement driving simulator, provided in the guidelines document, includes the following statement:

"The purposes of a law enforcement driving simulator are as follows: Improve officers' judgment and decision-making skills in emergency response situations and in normal driving situations..."

The cover page and committee roster of the report are Attachment G.

The workbook prepared to support the POST telecourse titled "Maintaining The Edge: Perishable Skills Training - Vehicle Operations, describes movements that commonly contribute to collisions as driving too fast for conditions, backing, turning, changing lanes, and following distance. Further, POST staff agrees with the LAPD that judgment and decision-making are inherent in these collision factors. The telecourse workbook includes "psychological factors" as significant contributors to officer-involved collisions. Among the factors described in the workbook are overconfidence, ego, inattention, and extreme emotions.

In 1998 and 2001, the LAPD and POST approved contracts for the purchase of driving simulators. Both contracts were signed by LAPD staff and approved by other organizations and individuals in the City of Los Angeles. The contracts specify that training shall be provided to in-service officers. The Work Plan of both contracts contains the following language:

"The objectives of the proposed driving simulator training program are as follows:
a. Improve ...officers' judgment and decision-making skills in emergency response situations and in normal patrol driving situations."

With regard to "behind-the-wheel" driver training, the perishable skills requirement does not specifically require high-speed, emergency response or pursuit training. Because most agencies, including basic academies, do not have access to a dedicated EVOC facility, most basic and in-service driver training is conducted on temporary, flat courses at relatively low speeds. The goal of this mode of training is similar to that of the driving simulator, to create realistic, simulated driving conditions where students can make decisions and experience the consequences of those decisions in a low-risk environment. Realistic, simulated driving conditions that test judgment and decision-making include distractions created by radio traffic, operating emergency equipment, and instructions from the instructor. Feedback and instruction

are available immediately in both the "behind-the wheel" and driving simulator modes of instruction. The distractions and the immediate feedback are important elements of this refresher driver training.

POST staff has provided a "minimum content checklist" to assist presenters with the certification of perishable skills training programs. The specified content for driver training includes "behind the wheel exercises to improve driving skills - judgment and decision-making." The checklist is Attachment H.

Finally, as part of this analysis, POST staff discussed driving simulator training with Ginger Watson, Ph.D., Director, Human Factors Laboratory, National Advanced Driving Simulator (NADS), University of Iowa. Director Watson, in addition to her duties at NADS, is an instructional designer and a recognized expert in simulation. NADS is the most sophisticated research driving simulator in the world, developed by the National Highway Traffic Safety Administration (NHTSA) and funded in part by the National Science Foundation. Human factors issues, estimated to be a contributing cause of approximately 90% of collisions, are studied in the NADS environment.

Director Watson is familiar with POST's work to develop and integrate driving simulators into law enforcement training. She visited POST to review the program on several occasions in the mid-1990s and has reviewed the POST simulator training curriculum. Her opinion is that the successful integration of decision-making with complex tasks and distracting elements requires simulation. Further, she believes the POST simulator program that utilizes part-task driving simulators and radio simulation allows officers to practice critical decision-making and develop responses to situations before facing real situations on the street.

As a result of this analysis, POST staff is confident driver training, using part-task simulators and "behind-the-wheel" programs, is focused on driving skills, judgment, and decision-making. POST staff also recognizes that judgment and decision-making are inherent elements in the primary factors of officer-involved collisions. Therefore, staff believes the perishable skills-driving training program is designed primarily to affect driving behavior, judgment, and decision-making in routine and emergency situations, and to refresh basic psychomotor driving knowledge or skills. Finally, POST staff is convinced this training cannot be delivered effectively in a classroom environment.

Issue 2: The driving simulator is designed to teach psychomotor driving skills and it does not accomplish that function. In addition, psychomotor driving skills are practiced daily as officers routinely perform their duties.

In addition to the assertion that the perishable skills-driver training requirement is improperly focused on psychomotor driving skills, the LAPD states the driving simulator is not the appropriate technology to use to teach those skills. During the presentation to the Committee,

Commander Gascon stated that he has been in the driving simulator and that experience convinced him that it does not teach an officer how to drive.

Further, the LAPD report states,

“Provided below are some reasons why we believe that POST perishable skills guidelines should not mandate that driver training be based solely upon reinforcing psychomotor skills: Peace officers reinforce psychomotor driving skills every day as they patrol their respective jurisdictions...”

This philosophy was reinforced by the Commander's statement to the Committee that LAPD officers do not regularly or routinely receive driver training after completion of driver training in the basic academy.

POST staff have concluded the LAPD and Commander Gascon either misunderstand or have misinterpreted the function and objectives of perishable skills training and the role and objectives of the driving simulator.

A fundamental assumption and tenet of the 1993 pilot project to assess the feasibility of using driving simulators for law enforcement training was that the simulators are not designed to teach basic driving skills. Staff recognized that the simulator technology, as it existed in the early 1990s, could not replicate the driving environment with full motion and visual accuracy that is required to teach an officer to drive. That is also true today with the second and third generation driving simulators that are used in law enforcement training.

The knowledge and experience gained from research and the pilot projects lead directly to the statement of purpose of simulator training that is provided in the 1999 POST publication, *Driver Simulator Training Development Guidelines*.

The introduction to the guidelines document states:

“The driving simulator is an important part of a comprehensive driver training program. It provides students practice in honing their judgment and decision-making for routine patrol and transportation as well as for emergency response and pursuit driving...It is not designed to teach driving skills, since it does not provide all of the physical sensations and responses of an actual vehicle. It is an excellent tool, however, to evaluate driving judgment, increase awareness, and improve decision-making...”

The Sacramento Police Department, the Sacramento County Sheriff's Department, and the San Antonio, Texas, Police Department all cite the implementation of refresher training, including driving simulators, as the sole factor in the reduction of officer-involved collisions. Members of the the San Antonio Police Department described their experiences in an

article titled Driving Simulation, Improve Training, Save Department Budgets," published in the November 2000 issue of *The Police Chief*. Implemented in 1999, the in-service driver training program involves four hours of training, two of which are in a simulator and two in a vehicle, "behind-the-wheel." The article, confirmed in conversations with training staff, reports a significant decrease in officer-involved collisions. Prior to the implementation of the training program, refresher driver training was not provided.

As a result of this analysis, POST staff agrees with the LAPD that the driving simulator is neither designed nor intended to teach basic driving skills. However, POST staff respectfully disagrees with the LAPD that refresher driver training is not necessary because officers practice daily as they perform their duties. Staff believes it is clear from the research and the experience of law enforcement agencies in California and outside that refresher training for in-service officers is critical and necessary. The staff is also convinced that daily, unstructured driving does not constitute training or practice in judgment and decision-making that is sufficient to satisfy the driver training requirement. POST staff is convinced that "behind-the-wheel" or simulator training, as specified for perishable skills, is the most effective training methodology.

Issue 3: Classroom training, as configured and proposed by the LAPD utilizing Problem-Based Learning (PBL) techniques, can effectively reinforce decision-making skills.

Two sub-issues are contained in the recommendation from the LAPD. The first is whether classroom training can effectively teach or reinforce driving judgment and decision-making skills. The second is whether the classroom training presented by the LAPD effectively provides that training.

Prior to the development of driving simulators and improved curricula for "behind-the-wheel" training, classroom programs were accepted as an effective training method. The *Driver Training Reference Guide*, first published in 1989 by the National Highway Traffic Safety Administration (NHTSA) provides detailed specifications for classroom-based driver training. The International Association of Directors of Law Enforcement Standards and Training developed the guide in cooperation with NHTSA. POST participated in that developmental work.

However, driving simulators and improved "behind-the-wheel" exercises and techniques raised the standard for driver training in California. This training is able to recreate, in part, the driving experience and incorporate distractions, pressure, multi-tasks, practice, and immediate feedback from the instructor. Both of these modes of training provide a superior training experience when compared with classroom training. Instructional designers in the POST Learning Technology Resource Center and outside POST agree that effective classroom-based training must extend the student beyond simple lecture and discussion. They also agree that classroom training is an inappropriate methodology, given the availability and effectiveness of part-task simulators.

The LAPD proposes a four-hour classroom training program to satisfy the driver training requirement. The program is contained in an eight-hour training day that is one of a series of five training days contained in the Continuing Education Delivery Plan (CEDP). The LAPD describes this training as utilizing Problem-Based Learning (PBL) techniques. Commander Gascon demonstrated this training methodology to the Basic Academy Consortium at its March 6, 2002 meeting.

Whether the LAPD classroom training actually employs PBL techniques was not examined and is not discussed in this response.

POST staff has reviewed the CEDP-IV curriculum and supporting materials, including the videos. In addition, staff has observed four separate training sessions in the classroom. The objective of this review was to evaluate the training and determine whether each student directly participated in the training and whether the training addressed the primary collision factors, incorporated distractions, pressure, multi-tasks, practice, and immediate feedback. Specific questions were created for the evaluation of this training. Those questions and a summary of the observations follow:

1. Are the student activities, scenarios, and presentations related to the following primary causes of officer-involved collisions; unsafe speed, unsafe starting or backing, following too close, unsafe lane change, unsafe left turn, unsafe turning movement and required signal, failure to stop at limit line or crosswalk for steady red signal, yield when entering or crossing highway, and failure to yield when entering a through highway from a stop sign?

The evaluation reported the primary causes of collisions were addressed inconsistently from class to class.

2. (a) Did the exercises incorporate distracters, lack of concentration/inattention, or attitude and make clear to the student the effect on judgment and decision-making?

The evaluation reported inconsistent treatment of these issues from class to class.

- (b) Did the scenarios incorporate distracters and evaluate each student's judgment and decision-making in that environment?

The evaluation reported this did not occur.

3. (a) Was each student fully involved throughout the training course?
(b) Did the instructor/facilitator ensure that each student participated in each exercise?

- (c) Did the instructor/facilitator ensure that each student contributed to each discussion?

The evaluation reported "No" to each of the above questions.

- (d) Did the instructor/facilitator ensure that each student received feedback on the participation and contribution?

The evaluation reported that all students who chose to participate/contribute received feedback, and the other students were exposed to that feedback.

4. Is there a test or other evaluation mechanism to ensure that each student achieves the course objectives?

The evaluation reported that each student completes a ten-question pre-test and final test. The questions are the same on each test. Five of the questions are specific to driving and only one question relates to driving attitude, judgment, or decision-making.

POST staff is not aware of a classroom training program that has been specifically evaluated and deemed to effectively address driving judgment and decision-making as a satisfactory alternative to simulator or "behind-the-wheel" training programs. As a result of this analysis, POST staff believes the classroom training that is proposed by the LAPD does not effectively address driving attitude, judgment, and decision-making. As reported above, the classroom training does not incorporate distracters or multi-tasks, and does not provide individual assessment of or feedback on driving performance. Staff is convinced the training is not a satisfactory alternative to simulator or "behind-the-wheel" training.

Issue 4: The LAPD does not have the "behind-the-wheel" (EVOC) or driving simulator capabilities to train approximately 8,700 officers that are subject to this requirement.

Commander Gascon stated the LAPD does not require nor provide regular in-service driver training. The LAPD report states that all officers through the rank of lieutenant (approximately 8,700 officers) are required to satisfy the perishable skills training requirements. POST staff disagrees with that interpretation.

Commission Regulation 1005(d)(2) and Procedure D-2 (Attachment B) identify the officers that are subject to the training requirement. Those are "All regular...peace officer below the middle management position (i.e., officer and first-level supervisors) assigned to patrol, traffic or investigation, who routinely effect the physical arrest of criminal suspects..."

POST staff believes substantially fewer than 8,700 officers are subject to the requirement. The LAPD is to be commended for its decision to extend this training to all officers at the rank of lieutenant and below. It does not appear reasonable, however, that this decision should create an exemption from the requirement to deliver effective training.

In addition, the driver training facilities of the LAPD have been and are now significantly under-utilized for in-service training. The first driving simulator was authorized for the LAPD by the Commission in 1997. The period of the contract was March 1, 1998 through March 1, 1999, to enable the Department to purchase the simulator and obtain certification of the training. After significant delays, the LAPD simulator training course was first certified for the 2000/01 fiscal year. Based on course rosters received from the LAPD, 45 students completed simulator training in FY 2000/01 and no officers completed simulator training in FY 2001/02. The FY 01/02 contract for simulator training was cancelled late in that fiscal year, with the agreement of the LAPD, to re-capture the monies that were available from this under-utilized contract.

In 2000, the Commission authorized the LAPD to purchase a second driving simulator. The period of the contract was July 1, 2000 through June 30, 2001. The contract was extended to January 30, 2002 to provide additional time for the LAPD to purchase the simulator and incorporate it into the training. At the time this report was prepared, the LAPD had not purchased the simulator.

Both contracts, signed by the LAPD, specify that in-service training is the priority use for the simulators for a period of five years after delivery of the simulators. It should be noted the LAPD has failed to satisfy this condition of the contract for simulator training.

In addition, the LAPD is certified to present a 24-hour "behind-the-wheel" training course. During FY 99/00 and FY 00/01 the number of students authorized for training was approximately 360 (18 students x 20 presentations) in each year. Based on course rosters received from the LAPD, 67 students completed the training in FY 99/00 and 152 students completed the training in FY 00/01. At the request of the LAPD, the number of presentations was increased to 26 for FY 01/02 to create a potential training group of 468. During that year 27 students completed the training. During March 2002, at the request of the LAPD, this course was modified and reduced from 24 hours to 8 hours. Although actual driving time is reduced, the course still includes "behind-the-wheel" training and will satisfy the perishable skills requirement (and it is approved for backfill reimbursement).

Finally, the CEDP training modules are designed to satisfy a variety of LAPD training needs, including the POST CPT and Perishable Skills requirements, the federal consent decree requirements, and agency-specific requirements. As a result, the modules are developed in discrete, eight-hour presentations that will accommodate 180 students in each module. As Commander Gascon reported to the Committee, the intensive CEDP schedule has

enabled the LAPD to put approximately 20,000 officers through the training cycle. The nature of firearms, arrest/control, and communications training allows large numbers of students to complete the training. However, the requirement that each officer must complete four hours of driver training and the lower instructor-student ratio for that training do not accommodate 180 students in one eight-hour session. Further, one-half of the CEDP module that includes driver training is devoted to other topics that are not related to perishable skills. POST staff believes the driver training requirement poses an inconvenience to the "production line" schedule of the CEDP and the LAPD is reluctant to alter that schedule.

POST staff agrees the driver training requirement imposes a new burden on the LAPD training staff and system. The value of and need for in-service driver training is not new, however. The LAPD has demonstrated little interest in adjusting the design of the CEDP training or the delivery of driver training, or increasing the use of available facilities and equipment, to satisfy the requirement. Staff has asked a number of large agencies how they will satisfy this requirement. Only one agency (Los Angeles Sheriff's Department) indicated a concern about meeting the requirement. At the time this report was prepared, only the LAPD has asked for an exemption or specifically proposed an alternative to the current training requirement and specifications.

As a result of this analysis, POST staff believes the LAPD can satisfy the existing perishable skills-driver training requirement by: 1) reducing the number of officers that will be required to complete the training; 2) maximizing the use of existing certified training programs, facilities, equipment, and staff; and 3) acquiring the second driving simulator that was approved by the Commission in 2000.

Issue 5: An exemption from the specification that driver training must be conducted on a simulator or on an emergency vehicle operations course should be granted to the LAPD and "law enforcement agencies."

The LAPD recommends the exemption be granted not only to them but also to unspecified other agencies. The statewide application of the driver training requirement was a considered recommendation of POST staff and a deliberate decision of the Commission. The applicable regulation and procedure recognize the impact of this statewide requirement and create a specific exemption from all or portions of the requirement. Agencies that employ peace officers who do not carry firearms, utilize marked emergency vehicles, or regularly make physical arrests of criminal suspects may qualify for this exemption.

POST staff is convinced that a broad exemption provided to the LAPD, in the absence of a specific, satisfactory alternative to satisfy the training requirement, will nullify the requirement that perishable skills-driver training include some driving or driving simulator experience. The LAPD does not routinely require or provide in-service driver

training and the existing LAPD training capabilities are substantially under-utilized. Therefore, an exemption will absolve the LAPD from any requirement to satisfy the perishable skills - driver training standard. In effect, an exemption will also approve the LAPD assertion that officers satisfactorily practice this perishable skill while they drive during the routine performance of their duties.

Further, an exemption from the training requirement provided to a single agency must consider the statewide effect of that exemption. POST staff is convinced the first exemption will initiate requests from a variety of agencies for similar consideration for a wide variety of reasons. The net effect of multiple exemptions will be to effectively remove driver training from the perishable skills program or to create a training requirement that is inconsistently applied.

As a result of this analysis, POST staff is convinced that a satisfactory alternative to satisfy the perishable skills-driver training standard has not been demonstrated. Further, staff is convinced an exemption from this requirement for the LAPD and "law enforcement agencies" is contrary to the purpose and objectives of the requirement, and is detrimental to the Commission's record of significant efforts to improve training.

CONCLUSIONS AND RECOMMENDATIONS

The Commission created the Perishable Skills Program in Regulation 1005 and Procedure D-2. The regulation must be amended to provide a broader exemption from the training standard or identify alternative means to satisfy the requirement. Amendments to the regulation must be approved by the Commission consistent with the applicable State administrative procedures. Accordingly, this report to the Long Range Planning Committee will also be presented to the Commission at the July 17, 2002 meeting.

Conclusions

Following the review of the LAPD report and recommendations, and the research and analysis that is described in this report, POST staff concludes:

1. The Perishable Skills-Driver Training requirement is designed to address judgment and decision-making, and to refresh psychomotor driving skills;
2. The driving simulator is designed to teach and reinforce judgment and decision-making. The "behind-the-wheel" training will refresh psychomotor driving skills and also will reinforce judgment and decision-making.
3. Routine driving during the daily performance of law enforcement duties does not constitute training and is not an acceptable alternative for satisfying the driver training requirement;

4. The classroom training, as designed and delivered by the LAPD, does not effectively reinforce the judgment and decision-making skills of each student. It is not an acceptable alternative for satisfying the driver training requirement;
5. The LAPD does not effectively utilize the existing driver training capabilities and has not clearly demonstrated that those capabilities are inadequate to accommodate the officers who must satisfy this training requirement; and
6. An objective justification for an exemption from the training requirement for the LAPD and law enforcement agencies has not been demonstrated. Further, a statewide exemption, without an acceptable alternative training methodology, will nullify this requirement.

Recommendations

The staff recommends the Commission not create an exemption from the current Perishable Skills - Driver Training requirement for the LAPD or other law enforcement agencies. The staff also recommends the Commission not approve the LAPD or other classroom training as an alternative means of satisfying the Perishable Skills - Driver Training requirement.

If the Committee concurs, the appropriate action is a MOTION to accept the staff report and recommend to the Commission that it: 1) **Not** grant an exemption from the Perishable Skills-Driver Training requirement to the LAPD or other law enforcement agencies; and 2) **Not** approve a classroom training program as an alternative means of satisfying the Perishable Skills-Driver Training requirement.

**COMMISSION ON PEACE OFFICER
STANDARDS AND TRAINING
PERISHABLE SKILLS REQUIREMENT
FOR DRIVER TRAINING & AWARENESS**

The report has been prepared for the Commission on Peace Officer Standards and Training (POST) to provide an overview of the Los Angeles Police Department's (LAPD) position regarding your perishable skills requirement that driver training must be based upon reinforcing "Major or Gross Psychomotor Skills" (i.e. hands-on training).

It is being forwarded for your consideration in response to your recently released perishable skills training guidelines that require driver training to be provided on either Driving Simulators or an Emergency Vehicle Operations Course (EVOC) to meet the psychomotor skills requirement.

RECOMMENDATION

It is recommended that POST grant law enforcement agencies an exemption from your perishable skills requirement that driver training must be conducted on Driving Simulators or EVOC.

We further recommend that POST allow law enforcement agencies the flexibility to conduct driver training in classrooms, utilizing "Problem-Based Learning (PBL)" techniques to reinforce driver decision-making skills, which account for the vast majority of all law enforcement traffic collisions.

BACKGROUND

Beginning January 1, 2002, POST mandated all California peace officers receive four hours of driver training every two years under their new Continuing Professional Training (CPT) requirements¹. They further required the training to reinforce "psychomotor skills" and will accept only driver training conducted on a driving simulator or an actual EVOC (track).

The rationale for this mandated training was based upon a belief that psychomotor skills diminish rapidly over time unless they are periodically practiced, used, or refreshed through training. It is further believed that refresher training in these motor skills may reduce officer/citizen injuries or deaths, internal investigations, and/or liability².

¹ POST requires 14 out of the 24 hours of CPT be on the following "perishable skills" topics: Tactical Firearms, Driver Training/Awareness, Arrest and Control, and Tactical and/or Interpersonal Communications.

² From Perishable Skills Training Overview and Implementation Guidelines (taken from Commission Report August 2000, POST Regulation 1005 (d) 2; and Procedure D-2.).

RATIONAL FOR EXEMPTING PSYCHOMOTOR SKILLS TRAINING FOR DRIVING

The LAPD supports the assumption that reinforcing psychomotor skills can be beneficial to an organization. We strongly support requiring psychomotor skills training for Tactical Firearms, Arrest and Control Techniques, and Tactical and/or Interpersonal Communications. However, we respectfully believe there is a difference between these training topics and driver awareness training. Provided below are some reasons why we believe that POST perishable skills guidelines should not mandate that driver training be based solely upon reinforcing psychomotor skills:

- Peace officers reinforce psychomotor driving skills every day as they patrol their respective jurisdictions. They do not typically reinforce Tactical Firearms Techniques, Arrest and Control Techniques, and to a lesser extent - Tactical and/or Interpersonal Communications Techniques on a daily basis.
- We have enclosed a videotape that contains a documentary on the "American Driver" produced by the cable television program "The Learning Channel (TLC)." This documentary clearly supports the notion that improving psychomotor skills will not lead to less accidents or better drivers.
- The TLC documentary outlines the viewpoints of several respected experts in field of traffic safety. Doctor Conrad King, a noted psychologist, stated "In our society there is an illusion of vulnerability – we believe that technology will protect us and it actually causes the reverse, we drive faster and endanger ourselves because of it."
- Doctor Robert Davis, a noted researcher from the Road Danger Reduction Forum, addressed the question "Is Skill the Answer?" Doctor Davis disagreed with this view and stated "Skills used to get out of trouble are precisely the same skills used to get into trouble in the first place."
- The TLC documentary further discussed the finding of an American study on the accident rate of racecar drivers. These drivers clearly possess driving skills that far exceed even peace officers. However, the study found that racecar drivers crashed more often than regular drivers did in their every day non-racing driving. The narrator then concluded, "High performance is not high safety."
- The TLC documentary also addressed peace officers and driver training. It shows footage of the New York Police Department's (NYPD) EVOC with officers driving through the course. The narrator states in the background that "Despite this investment in skill training, the NYPD crash rate is much higher than you might expect – even allowing for the nature of their job – nine times higher than other drivers. More skill is not the answer to crashes."

- The TLC documentary closes with this onerous statement "Research reveals that 96% of all accidents are caused by driver error." In other words, they are caused by mental mistakes not psychomotor skills mistakes.
- The LAPD also conducted an analysis of all LAPD police officer traffic collisions over the past six years (see enclosed report). The results of this analysis clearly support the findings of the TLC documentary – that officers get into traffic collision because they simply are not paying attention when driving the vehicle, or they choose to ignore the rules of the road and overdrive. From our analysis there is no evidence that increasing the psychomotor skills training of our officers will improve their driving skills or awareness.
- The LAPD believes that mandating driving psychomotor skills training on major law enforcement agencies will create a tremendous training burden. Due to the sheer number of personnel that need to be trained, the psychomotor skills mandate would require the LAPD to create a major driver-training program to simply meet this mandate.

To explain the scope of this problem it is important to review some logistical details. The LAPD currently has four driving simulators at the Edward M. Davis Training Facility (DTF). The four driving simulators can train eight officers for four hours. This enables the LAPD to train 16 officers per day or 80 officers per week (5 days X 16 officers). If we conduct the training 50 weeks a year, we could train 4,000 officers a year or 8000 officers every two years. This would be a tremendous training burden given our current training demands and would require hiring additional staff, increased maintenance on the simulators, and a comprehensive plan to coordinate the training.

CONCLUSION

We believe strongly in reinforcing psychomotor skills for training topics that are not regularly practiced. While we can see value in conducting this type of training for driving, we do not believe that mandating this style of training will achieve the results expected, i.e. reduced officer/citizen injuries and deaths, internal investigations, and agency liability. We do believe that allowing law enforcement agencies, especially major ones, the flexibility to tailor the training to their needs will produce greater results.

We are currently conducting mandated driver training to be given to all LAPD personnel from the rank of Lieutenant and below in a classroom based upon PBL techniques. The preliminary results of this training appear promising, and we believe that our training techniques are improving the driving decision-making skills of our officers. We request that POST grant an exemption to this training and allow for it to qualify for perishable skills training.

PRIMARY CAUSE OF OFFICER INVOLVED TRAFFIC COLLISIONS

	<u>TOTALS</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>
22100B Left turn on a roadway, improper position	30	8	2	7	6	6	6
22103 U-turn in a residential district	21	6	3	5	3	1	1
21954A Failure of ped outside of crosswalk to yield to veh	18	4	5	1	3	1	1
21755 Unsafe pass on the right	15	4	2	2	3	1	1
21801B Failure to yield to left turning vehicle that has yielded	9	1	3	1	1	2	2
21202A Slow moving bicycle ridden other than close to right-hand edge	8	1	2	2	1	1	1
21663 Driving a motor vehicle on a sidewalk	0	0	0	0	1	0	0
21711 Towed vehicle whipping or swerving	0	0	0	0	0	0	0
21751 Passing without sufficient clearance from oncoming vehicle	0	0	0	0	0	0	0
21752 When driving left of center is prohibited	0	1	0	0	0	0	0
21754 When passing on the right is permitted	0	1	0	0	2	1	1
21661 Vehicle descending narrow grade failing to yield to ascending veh	0	0	0	0	0	0	0
21800A Vehicle approaching I/S yield to vehicle that has entered I/S	0	0	1	0	1	0	0
21457A Failure to stop at a flashing red signal before proceeding	0	0	0	0	0	0	0
21200 Rules of the road apply to bicycles	0	0	0	0	1	0	0
21200.5 DUI bicyclist	0	0	1	0	1	2	0
21209A Motor vehicle driven in bicycle lane	0	0	0	0	0	0	0
21451A Failure to go on green or yield to ped or veh already in I/S	0	3	3	3	1	2	0
21453B Right turn on red after stopping & yielding to ped or veh	0	0	1	1	0	3	0
21453C Failure to stop for red arrow	0	3	2	0	0	0	
21655.8 Driving over double lines to enter or exit HOV not at broken line	0	0	0	0	1	0	0
21456B Ped crossing against Wait, Don't Walk or Upraised Hand	0	0	3	2	0	0	0

Sorted by high to low of totals. Reflects primary cause not whether T/C was adjudicated as preventable

PRIMARY CAUSE OF OFFICER INVOLVED TRAFFIC COLLISIONS

		<u>TOTALS</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>
21660	Driver shall pass to right when opposite direction on same rdwy	0	0	0	0	0	0	
21460.5C	Driving in two-way left turn lane	0	0	2	1	0	0	0
21461.5	Ped failing to obey official traffic control sign or signal	0	0	0	0	0	0	0
21461A	Failure to obey traffic control sign or signal	0	1	0	0	0	0	0
21650.1	Bicycle on roadway shall be operated in same direction as vehicle	0	0	0	1	3	2	0
21651A	Driving over, across or upon dividing section of divided highway	0	0	3	1	4	4	0
21651B	Driving to the left of dividing section of divided highway	0	0	0	0	0	1	0
21657	One-way street	0	0	5	0	0	1	0
21453D	Ped crossing against a steady circular red or red arrow	0	1	2	1	0	0	0
DEBRIS	Debris lying in roadway or ejected by other vehicle	0	0	0	0	0	0	0
24252A	Failure to maintain required lighting equipment in working order	0	0	0	0	0	0	0
26302B	Brakes required on trailer over 3,000 gross weight	0	0	0	0	0	0	0
26453	Defective brakes	0	2	1	0	0	0	0
2818	Crossing flare or cone pattern set by public safety personnel	0	0	0	0	0	0	0
35250	Over height limit of 14 feet	0	0	0	0	0	0	0
ANIMAL	Uncontrolled animal	0	0	0	0	0	0	0
21950A	Driver failing to yield to ped in a crosswalk	0	0	0	0	3	3	3
BLOWOUT	Tire deflates suddenly or blows out	0	0	0	0	0	0	0
22502A	Park parallel on right, and or within 18" if curbed, M/C, one whl	0	0	0	0	0	0	0
IRREGULAR	Irregularities in the roadway	0	0	0	0	0	0	0
MECH	Sudden mechanical failure	0	0	0	0	0	0	0
OFF ROAD	Vehicle operated off-road	0	0	0	0	0	0	0

Sorted by high to low of totals. Reflects primary cause not whether T/C was adjudicated as preventable

(d) Continuing Professional Training (Required).

- (1) Every peace officer, Level I and Level II Reserve Officer as defined in Commission Procedure H-1-2(a) and H-1-2(b), Public Safety Dispatcher as defined in Commission Procedure 1001(aa), and Public Safety Dispatch Supervisor shall satisfactorily complete the Continuing Professional Training (CPT) requirement of 24 or more hours at least once every two years*. The CPT requirement is set forth in PAM, section D-2. The 24 hours shall contain training topics as specified in PAM Section D-2

***Determination of Two-Year Period:** The beginning date for the two-year compliance cycle will be determined as follows (see note for exception):

For all peace officers below the rank of middle management: Upon completion date of the Regular Basic Course or Specialized Investigators' Basic Course, whichever is the appropriate entry-level training requirement.

For coroner peace officers below the rank of middle management: Upon completion date of Arrest and Firearms training (PC 832).

For Level I reserve officers: July 1, 1995.

For all Level II reserve officers: July 1, 1999.

For all peace officers appointed to a middle management position or above, Public Safety Dispatchers, and Public Safety Dispatch Supervisors: July 1, 2000.

Note: Appointment date will be used when the individual's appointment to the position occurs after the date specified above.

- (2) The above requirement may be met by satisfactory completion of a minimum total of 24 hours of one or more certified Advanced Officer Courses, technical courses, and POST Special Seminars (those designed for training and not those designed to provide advice/input to POST), or an alternative method of compliance as determined by the Commission, i.e. Commission selected non-POST certified courses (Commission Procedure D-2, Regulation 1060 CPT Credit Procedures. Requirements for presentation of Advanced Officer, POST Special Seminars, and technical Courses are set forth in PAM sections D-2, D-8 and D-6 respectively. All regular and specialized peace officers below the middle management position (i.e., officers and first-level supervisors) assigned to patrol, traffic, or investigation who routinely effect the physical arrest of criminal suspects are required to complete a minimum of 14 hours of POST-certified training (Perishable Skills and Communications) as part of the CPT requirement, or successfully complete a testing procedure as delineated in PAM Section D-2.

Level I and Level II Reserve Officers are not required to complete Perishable Skills and Communications Training.

- (3) Peace officer supervisors may satisfy the CPT requirement by completing any POST-certified supervisory and/or management training course(s), in addition to the methods specified in (2) above.
- (4) Peace officers in middle management or executive positions may satisfy the CPT requirement by completing any executive training course(s), in addition to the methods specified in (2) and (3) above.

POST ADMINISTRATIVE MANUAL
COMMISSION PROCEDURE D-2
CONTINUING PROFESSIONAL TRAINING

Purpose

2-1. Specification of Continuing Professional Training: This Commission procedure implements that portion of the Minimum Standards for Training established in Section 1005(d) of the Regulations for Continuing Professional Training.

Recommended Content

2-2. Perishable Skills: All regular and specialized peace officers below middle management position (i.e., officers and first level supervisors) assigned to patrol, traffic or investigation, who routinely effect the physical arrest of criminal suspects, are required to complete a minimum of 14 hours of POST-certified training (Perishable Skills and Communications) as part of the CPT requirement. A minimum of 12 hours of this requirement in each two-year period shall contain perishable skills training including a minimum of 4 hours of each of the three following courses which have been specifically designated by POST as satisfying this requirement:

1. Arrest and Control
2. Driver Training/Awareness or Driving Simulator
3. Tactical Firearms* or Force Options Simulator

* Tactical Firearms training courses involve tactical situations, judgment and application. Basic marksmanship and routine qualification do not satisfy the requirements.

Level I and Level II Reserve Officers are not required to complete Perishable Skills Training.

2-3. Communications: All regular and specialized peace officers below middle management position (i.e., officers and first level supervisors) assigned to patrol, traffic, or investigation, *and* who routinely effect the physical arrest of criminal suspects are required to complete a minimum of 2 hours of this requirement in each two year period in tactical or interpersonal communications training. Level I and Level II Reserve Officers are not required to complete Perishable Skills Communications Training.

2-4. Exemptions: An agency may be exempt from all or portions of the requirements in 2-2 and 2-3, if it attests in writing, and POST approves, that its peace officers do not carry firearms, or infrequently interact with or effect physical arrests of criminal suspects, or do not utilize marked emergency vehicles during the normal course of business.

2-5. Testing in Lieu of Training. The perishable skills and communications training requirement may be met in lieu of training by successfully passing a POST approved course-presenter-developed test which measures the approved course objectives.

PRIMARY CAUSE OF OFFICER INVOLVED TRAFFIC COLLISIONS

ATTACHMENT C

OID		TOTALS	1996	1997	1998	1999	2000	2001
22350	Other Improper Driving	1414	220	250	251	253	275	275
22106	Unsafe speed	877	116	148	166	173	154	154
OTD	Unsafe starting or backing	507	71	88	97	88	98	98
21703	Other Than Driver	375	53	52	72	67	65	65
21658A	Following too close	336	73	74	75	50	47	47
21801A	Unsafe lane change or lane straddling	298	56	55	46	54	52	52
22107	Unsafe left turn	260	62	44	43	45	47	47
23152A	Unsafe turning movement and required signal	241	31	39	55	47	41	41
21453A	Driving under the influence	201	40	41	39	27	28	28
21804A	Failure to stop at limit line or crosswalk for steady red signal	199	34	43	46	27	28	28
21802A	Yield when entering or crossing highway from alley or pvt prop	136	26	25	26	29	19	19
UNKNOWN	Failure to yield when entering a through highway from a stop sign	135	30	19	29	25	21	21
21806A	Unknown	66	16	12	19	3	7	7
21650	Failure to yield to emergency vehicle	66	9	13	9	12	13	13
22100A	Failure to drive on right half of roadway	64	13	10	5	11	15	15
21750	Right turn on a roadway. Improper position	56	12	8	17	9	4	4
22515A	Failure to pass safely on the left	45	7	7	14	6	7	7
22517	Unattended vehicle with motor running or brake not set	43	10	3	15	4	8	8
22102	Opening doors into traffic	41	4	7	6	12	9	9
21460A	U-turn in a business district	39	7	9	8	7	5	5
22450	Driving left of solid double yellow lines	34	5	6	10	7	4	4
	Failure to stop at a stop sign	30	6	4	7	3	6	6

Sorted by high to low of totals. Reflects primary causa not whether T/C was adjudicated as preventable

PRIMARY CAUSE OF OFFICER INVOLVED TRAFFIC COLLISIONS

		<u>TOTALS</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>
OIL	Oil or diesel fuel spill in the roadway	0	0	0	0	0	0	0
OTHER	Other condition not specified	0	0	0	0	0	1	0
VEHICLE	Other uninvolved vehicle	0	0	0	0	0	0	0
ASLEEP	Fell asleep	0	0	1	1	1	3	3
21956	Ped on roadway outside resid or business district not a left edge	0	0	0	0	0	0	0
21802B	Failure to yield to vehicle that has yielded at a stop sign	0	1	0	1	1	0	0
21803A	Failure to yield at a yield sign	0	0	0	0	0	0	0
21804B	Yield to veh that has yielded when entering or crossing highway	0	1	0	1	0	0	0
21100.3	Failure to obey traffic directions	0	0	0	0	0	0	0
21950B	Ped in crosswalk running in front of veh or delaying veh	0	2	1	1	0	0	0
WATER	Water standing or running in roadway	0	0	0	0	0	0	0
24250	Driving without required lighting equipment during darkness	0	0	1	0	0	0	0
21955	Ped crossing roadway between controlled intersections	0	0	1	1	0	0	0
24002	Unsafe vehicle	0	0	0	0	2	0	0
22101D	Failure to obey signs prohibiting turns	0	0	1	3	2	0	0
22105	U-turn prohibited when unobstructed view is less than 200 feet	0	0	0	0	0	0	0
22109	Stopping or slowing without signaling	0	1	5	1	1	1	0
22349A	Maximum speed limit	0	3	0	0	0	0	0
22400A	Impeding traffic	0	0	1	0	1	0	0
22500H	Double parked in roadway with speed limit of 25MPH	0	0	1	0	1	0	0
21800D1	Failure to stop when approaching I/S with Inoperative signals	0	0	0	0	0	0	0
21951	Overtaking or passing a veh stopped for a ped in a crosswalk	0	0	0	0	0	1	0

Sorted by high to low of totals. Reflects primary cause not whether T/C was adjudicated as preventable

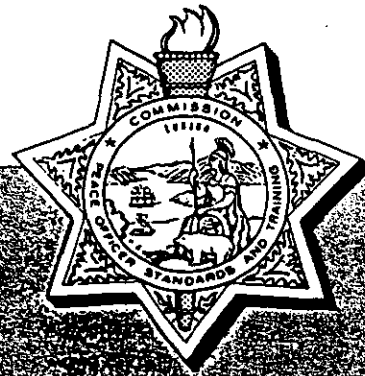
ARCHIVES

FEASIBILITY ON THE USE OF SIMULATION SYSTEMS

FOR LAW ENFORCEMENT DRIVER TRAINING

A RESEARCH PROJECT

DECEMBER 1986



THE COMMISSION
ON PEACE OFFICER STANDARDS AND TRAINING
STATE OF CALIFORNIA

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LAW ENFORCEMENT DRIVER TRAINING SIMULATION SYSTEM (LEDTS) PHASE II

PART TASK TRAINER (PTT) TRAINING PLAN

ARCHIVES



Prepared for:

The California Commission on
Peace Officer Standards and Training (P.O.S.T.)

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HUGHES AIRCRAFT COMPANY
DECEMBER 1990

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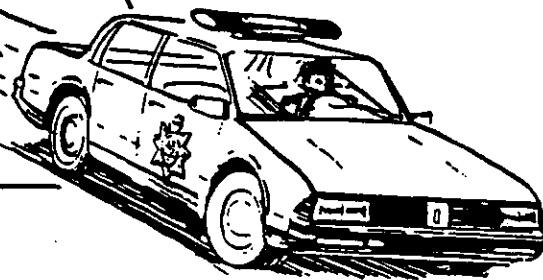
OPTIONS REPORT
FOR THE
LAW ENFORCEMENT DRIVER
TRAINING SIMULATION SYSTEM

ARCHIVES



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**CALIFORNIA LAW ENFORCEMENT
TRAINING IN THE 1990's...**

A VISION OF EXCELLENCE

Assembly Concurrent Resolution 58 Study Committee

Report to the California Legislature

January 1991

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CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

DRIVING SIMULATOR TRAINING

DEVELOPMENT GUIDELINES

1999

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For the POST Commission

Dennis Aronson, Ph.D., Senior Instructional Designer
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POST PERISHABLE SKILLS PROGRAMEXPANDED COURSE OUTLINE(S): MINIMUM CONTENT CHECKLIST

IMPORTANT PREMISE: This PSP program is anchored on the premise of the need for officers to revisit basic training "GROSS PSYCHO-MOTOR SKILLS" in these three core areas (Firearms, Arrest/Control, Driving). POST does not provide test material for the PSP. All evaluations/ exercises/ tests are the responsibility of the presenters for development and use. All courses/topics are intended to be review, not introductory in design.

Presenters of courses are required to evaluate and identify minimum curriculum in their submitted expanded course outline for each category/course. This will assist POST in review and appropriate coding. All minimum topics must be covered. [Example: Use "I. (f)" on the right margin of your Tactical Firearms - Expanded Course Outline submittal for "Weapons clearing" to indicate that topic is covered. See below.]

Please check Category and Topic boxes covered in your submitted course*:

☐ CATEGORY I. TACTICAL FIREARMS (4 hours minimum review on required topics)

Minimum Topics/ Exercises:

- ☐ a) Basic Tactical Firearms Situations - Judgement and Decision Making Exercise(s) - expanded outline must define each exercise and its terminal objective(s)
- ☐ b) Class Exercises/Student Evaluation/Testing
- ☐ c) Safety guidelines/orientation
- ☐ d) Sight Alignment, Trigger Control, Accuracy
- ☐ e) Target recognition and analysis
- ☐ f) Weapons Clearing
- ☐ g) Live Fire Tactical/or Simunitions Tactical
- ☐ h) Policy and/or legal issues
- ☐ i) Use of Force considerations (options)
- ☐ j) Moral obligations

Optional Topics/Exercises:

- ☐ k) Less than lethal munitions options/availability
- ☐ l) Weapons Retention/Takeaway

Note: "Basic Marksmanship and Routine range re-qualifications are not considered a part of the PSP program."

☐ CATEGORY II DRIVER TRAINING/AWARENESS * (4 hours minimum review on required topics)

Minimum Topics/Exercises

- ☐ a) Behind the wheel exercises to improve driving skills - judgement and decision making
- ☐ b) Class Exercises/Student Evaluation/Testing
- ☐ c) Defensive driving
- ☐ d) Intersections exercise(s)
- ☐ e) Backing/parking exercise(s)
- ☐ f) Policy, legal, and moral issues
- ☐ g) Vehicle Dynamics

Optional Topics/Exercises:

- ☐ h) Response to crime incidents
- ☐ i) Intervention techniques/ Risk assessment
- ☐ j) Code 3/ Pursuit driving
- ☐ k) Vehicle Control/Skid Pan techniques

*NOTE: DRIVING SIMULATOR AND FORCE SIMULATOR PROGRAMS ARE SUBMITTED AND CERTIFIED UNDER A SPECIALIZED APPROVAL PROCESS WITH UNIQUE ADMINISTRATIVE PROTOCOLS/CONTRACT.

☐ **CATEGORY III. ARREST & CONTROL (4 hours minimum review on required topics)**

GOAL: Proper basic arrest and control techniques through psychomotor exercises and scenarios.

Minimum Topics/Exercises :

- ☐ a) Safety orientation and warmup(s)
- ☐ b) Class Exercises/Student Evaluation/Testing
- ☐ c) Search - in exercise(s)
- ☐ d) Control/Take down/ - in exercise(s)
- ☐ e) Equipment/Restraint device(s) use - in exercise(s)
- ☐ f) Verbal commands - in exercise(s)
- ☐ g) Use of Force considerations
- ☐ h) Body Physics & Dynamics (suspects response to force)
- ☐ i) Body balance/stance/movement patterns - in exercise(s)
- ☐ j) Policies and legal issues
- ☐ k) Recovery/First Aid (as applicable)

Optional Topics / Exercises:

- ☐ l) Impact Weapons review exercise (target areas, balance, movement, retention)
- ☐ m) Weapon retention/takeaway review *
- ☐ n) Carotid Control review * (Agency policy considerations)
- ☐ o) Electronic Stunning Devices review * (as part of arrest/control exercise)
- ☐ p) Chemical Agents review * (delivery/first aid/decontamination/gas masks)
- ☐ q) Less than Lethal Weapons review/discussion

★ Incorporated as a part of primary arrest and control exercise(s)

☐ **CATEGORY IV TACTICAL OR INTERPERSONAL COMMUNICATIONS * (2 hours minimum - review not introductory course design)**

☐ **Tactical - Minimum Topics/Exercises: (2 hour minimum on topics with exercises)**

- ☐ a) Class Exercises/Student Evaluation/Testing
- ☐ b) Tactical - officer to: officer/suspect/citizen
- ☐ c) Tact Communication role within the use of force scale
- ☐ d) Communication Elements (e.g. - approach, body language, posturing, observing, listening, asking, paraphrasing, redirecting, defusing, responding, interest, empathy, influence, resolution)
- ☐ e) Officer safety (e.g. - positioning, environment, reading suspect(s), control/voluntary compliance)
- ☐ f) Professional/Non professional/Inappropriate language
- ☐ g) Intentional/unintentional contact escalation verses de-escalation (the "415 officer")
- ☐ h) Questioning techniques (e.g. - fact finding, leading, opinion/ feedback, general)

☐ **Interpersonal - Minimum Topics/Exercises: (2 hour minimum on topics with exercises)**

- ☐ a) Class Exercises/Student Evaluation/Testing
- ☐ b) Interpersonal -Officer to: officer/citizen/staff
- ☐ c) Listening Skills (verses "waiting to interrupt")
- ☐ d) Communication Elements (e.g. - body language, posturing, observing, listening, asking, paraphrasing, redirecting, deflecting, defusing, responding, empathy, influence, resolution)
- ☐ e) Dealing with difficult/dominating people
- ☐ f) Persuasion (e.g. - appeal via ethics, rational, practical, personal)
- ☐ g) Inappropriate communication (e.g. - touch, distance, words, etc.)

* Note: Communications are added categories that are not psycho-motor based skills as all other elements of the perishable skills program. They may be offered on alternating 24 month CPT cycles with tactical communications)

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date
Participation in the POST Program		July 17, 2002
Bureau	Reviewed By	Researched By
Information Services Bureau	Paul Harman	Anna Del Porto
Executive Director Approval	Date of Approval	Date of Report
<i>Joseph J. O'Brien</i>	6.24.02	June 12, 2002
Purpose		Financial Impact:
<input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		<input type="checkbox"/> Yes (See Analysis for details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE**, **BACKGROUND**, **ANALYSIS**, and **RECOMMENDATION**. Use additional sheets if required.

ISSUE

Should the Commission approve amendments to Commission Regulation 1010 which outline the steps and requirements for a department's participation in the POST Program and/or Public Safety Dispatcher Program?

If the amendments of Regulation 1010 are approved, should the Commission approve the deletion of Regulation 1009, Specialized Law Enforcement Certification Program, and amend Regulation 1001, Definitions?

BACKGROUND

Regulation 1010, Participation in the POST Program, currently does not provide clear information on procedures and requirements for participation in POST programs. The POST Regulation Review Committee (RRC), formed to improve regulations, has reviewed Regulation 1010 and is proposing amendments to add clarity and consistency with current operations. Processes which have long been inadvertently omitted are now included in the amended language. If the proposed changes to Regulation 1010 are approved, Regulation 1009 (Specialized Law Enforcement Certification Program) would no longer be necessary because the amended Regulation 1010 covers the procedures and requirements for all programs. Specifics related to Specialized certificate awards are provided in Commission Procedures F-1 through F-4.

ANALYSIS

Departments seeking information to participate in the POST Program are unable to find written material related to the steps that must be taken. Though procedures have been in place for many years, none are in regulation. Inquires related to how a department may participate in the POST Program are directed to one staff member for verbal instructions. The RRC, recognizing a need for this information in regulation, is recommending amendments to include it in Regulation 1010.

Current section (a) requires adherence to "standards for selection and training." The proposed amended version adds language requiring adherence to "all Commission Regulations."

The current regulation states that the minimum selection and training standards shall apply only to departments which have agreed to adhere to these standards. This statement is proposed for deletion. While it is accurate that Commission Regulations apply only to participating departments, some of the minimum selection and training standards apply whether or not the department participates, e.g. individuals cannot be peace officers if they have been convicted of a felony.

The newly proposed sections (c) and (d) add the steps that must be followed for participation in the POST Program or Public Safety Dispatcher Program respectively. New text has been added that states participation in POST is voluntary. Current sections (b)(1)-(6) have been proposed for deletion. Deleted sections (b)(1) and (2) which require departments to adhere to employment and training standards are redundant to the newly proposed language in section (a). Section (b)(3) is obsolete because on-going compliance audits, the passage of time, and attrition of personnel have eliminated violations of this section. Deleted sections (b)(4)-(5) which require officers to acquire the Basic Certificate, have been replaced with proposed section (c)(2). Section (c)(2) reflects today's certificate compliance standard (in the future this section will be moved to Regulation 1011, Certificates and Awards). Deleted section (b)(6) is replaced by proposed section (b).

Proposed section (e) describes the consequences for noncompliance with regulations. Where it formerly stated there would be "probable ineligibility for participation," it now is amended to state that there may be "removal from the Program(s)." The appeal process has been formatted as a separate subsection (f) and amendments were made for clarity. Denial of services and benefits has been formatted as a separate subsection (g) and amendments were made for clarity.

Regulation 1009, which was originally necessary to establish a separate certificate program for specialized officers is obsolete. Although the specialized certificates still exist they are a benefit of participation in the POST program as a whole, which is now fully described in Regulation 1010 and includes specialized law enforcement departments.

Regulation 1001, Definitions, must be amended for consistency with the proposed amendments to Regulation 1010.

RECOMMENDATION

It is recommended that Regulations 1010 and 1001 be amended and Regulation 1009 be deleted as shown in Attachment A, subject to the result of the public review process. If this recommendation is approved, the changes shall be effective upon approval by the Office of Administrative Law and the Office of the Secretary of State.

Commission on Peace Officer Standards and Training

AMENDMENT OF COMMISSION REGULATION 1010
PARTICIPATION IN THE POST PROGRAM1010. Eligibility for Participation in the POST Program.

- (a) Eligibility: To be eligible for participation in the POST Program, a jurisdiction or department must shall agree to comply with and continue to adhere to the minimum standards for selection and training standards and all Commission Regulations as defined in Regulations 1002, 1005, and 1009 for every peace officer, and in Regulation 1018 for every dispatcher, specified in the POST Administrative Manual (Section B) and the California Code of Regulations, Title 11, Division 2. employed by a jurisdiction or department. The minimum standards for selection and training of peace officers and/or public safety dispatchers shall apply only to jurisdictions or departments that have pledged to adhere to these standards.
- (b) Inspection of Records: Participation in any POST program requires that the department/dispatch center allow the Commission to make inquiries and inspect records as may be necessary to verify claims for reimbursement or to confirm whether the department or dispatch center is, in fact, adhering to Commission Regulations.
- (c) Requests to Participate in POST Program: Participation in the POST Program is voluntary. A department desiring to participate in the POST Program shall present the Commission with a letter of request to participate, and if eligible, a request to receive aid. The letter shall be accompanied by a certified copy of an ordinance, or in instances where an ordinance is not appropriate, a resolution or letter of intent adopted by its governing body. The document, e.g., ordinance, shall state that while participating in the POST Program, the department will adhere to minimum selection and training standards and Commission Regulations.

If a group of peace officers become a part of a department via a merger or through new legislation, e.g. coroner's merging with a sheriff's department, and this group of officers were not included in the initial request to participate, an additional request and accompanying documents shall be required as described above.

- (1) Initial Compliance: When a department has notified the Commission of its intent to participate, POST staff will work with the department to ensure officers are compliant. Incumbent officers' records will be reviewed to determine compliance with minimum selection and training standards specified in the Penal, Government, Education, or Vehicle Codes that were applicable at the time of each officer's appointment. Officers hired on or after the date an agency enters the POST Program shall be required to meet Commission Regulations which may be the same or higher standards than the standards in the aforementioned codes.
- (2) Basic Certificate Compliance: A participating department shall require every peace officer, appointed on or after the department's entry into the POST Program, to acquire the POST Basic Certificate upon completion of probation, but not later than 24 months after appointment to a peace officer position, (except when the department's probation period is 24 months, an additional three months shall be allowed).
- (3) Commission Confirmation: When the department is in full compliance as described in

section (c)(1), participation of the department will be confirmed by the Executive Director and an effective date of entry established. Eligibility for a department's participation in the POST Reimbursement Program will also be determined.

- (d) Requests to Participate in Public Safety Dispatcher Program: Participation in the Public Safety Dispatcher Program is voluntary. A department desiring to participate in the POST Public Safety Dispatcher Program shall present the Commission with a letter of request to participate, and if eligible, a request to receive aid. The letter shall be accompanied by a certified copy of an ordinance; or in instances where an ordinance is not appropriate, a resolution or letter of intent adopted by its governing body. The document, e.g., ordinance, shall state that while participating in the POST Public Safety Dispatcher Program, the department will adhere to the minimum selection and training standards and other requirements specified in Regulation 1018. A dispatch center employing dispatchers who primarily provide services to both fire and police and which is not a part of a local law enforcement department, i.e. independent communication service agencies, may apply to participate in the POST Public Safety Dispatcher Program.
- (1) Compliance: Dispatchers hired after the agency enters the Public Safety Dispatcher Program shall meet the requirements applicable to dispatchers specified in Commission Regulations. Incumbent dispatchers will not be required to meet selection and entry-level training standards. Any incumbent dispatcher who transfers to another participating department will be considered a new hire and shall be required to meet selection and training standards.
- (2) Commission Confirmation: Participation of the department will be confirmed by the Executive Director and an effective date of entry established. Eligibility for a department's participation in the POST Reimbursement Program will also be determined.
- (b) ~~A jurisdiction or department shall be ineligible to participate if it:~~
- (1) ~~Employs one or more peace officers or dispatchers who do not meet the minimum standards for employment; or~~
- (2) ~~Does not require that every peace officer or dispatcher satisfactorily completes the required training as prescribed in these Regulations; or~~
- (3) ~~Has in its employ any Regular Program peace officer hired after January 1, 1971, but before January 1, 1988, who has not acquired the Basic Certificate within six months of completion of 12 months of satisfactory service from the date first hired as a peace officer, or as otherwise determined by the Commission in PAM, Section F-1-5-a; or~~
- (4) ~~Has in its employ any regular or specialized program peace officer hired after January 1, 1988 who has not acquired the Basic Certificate upon completion of probation, but not later than 24 months after employment (except when the department's probation period is 24 months, an additional three months shall be allowed); or~~
- (5) ~~Effective upon entry into the Specialized Law Enforcement Certification Program, has in its employ any specialized peace officer hired before January 1, 1988 who has not acquired the Basic Certificate within six months after date of completion of 12 months of satisfactory service from the date first hired as a peace officer; or~~
- (6) ~~Fails to permit the Commission to make such inquiries and inspection of records as may be necessary to verify claims for reimbursement or to determine whether the jurisdiction or department is, in fact, adhering to the Commission's Regulations.~~

- (ee) Noncompliance and Ineligibility To Receive Services and Benefits: If it appears to the Commission that a department jurisdiction or agency has failed to adhere to Commission Regulations, including but not limited to the inspection of records, the minimum standards for recruitment, selection or training, the Commission shall notify the department jurisdiction or agency of its concern and of the jurisdiction's or agency's department's probable ineligibility possible removal from for participation the Program(s). The Commission shall request that the department agency or jurisdiction comply with the minimum standards correct the problems causing non-compliance with the Regulations.
- (f) Appeal Process: In the event that the jurisdiction or agency department fails to comply disagrees with the Commission's findings of non-compliance, the Commission shall afford the concerned affected jurisdiction's or agency's official department representatives the opportunity to appear before the Commission and present appropriate evidence or testimony.
- (g) Denial of Services/Benefits: If the Commission finds that the standards Regulations have not been adhered to, it must shall, beginning with a date determined by the Commission, reject all of the jurisdiction's or agency's department's requests for services or and benefits (reference Penal Code section 13523). A jurisdiction or agency department may be reinstated in the program and again become eligible for participation services and benefits when, in the opinion of the Commission, the jurisdiction or agency department has demonstrated that it will adhere to the prescribed Regulations standards. The period during which the jurisdiction or agency department shall remain ineligible for services or and benefits shall be at the discretion of determined by the Commission.

PAM Section F-1-5-a adopted effective 10-23-88 is herein incorporated by reference.

Commission on Peace Officer Standards and Training

DELETION OF COMMISSION REGULATION 1009

~~1009. Specialized Law Enforcement Certification Program.~~

~~The POST Specialized Law Enforcement Certification Program is established for the purpose of raising the level of competence of specialized law enforcement officers. Only eligible law enforcement agencies, as defined in Regulation 1001(dd) or otherwise provided by law, may participate in this voluntary program and receive benefits.~~

~~The cost of the education and training to meet minimum standards of the Program is the responsibility of the individual and/or agency. Acceptance and adherence to POST standards of selection and training are required if a specialized law enforcement agency is to participate in the Program.~~

~~(a) Standards for Specialized Agencies Entry into Program.~~

- ~~(1) Must perform law enforcement or investigative duties, as defined in Regulation 1001(dd); and~~
- ~~(2) Must present to the Commission an application to participate in the Program accompanied by a certified copy of an ordinance; or, in the case of an agency not empowered to pass ordinances, a resolution or letter of intent adopted by its governing body providing that while participating in the Program the agency will adhere to the standards for recruitment and training established by the Commission. The application shall contain such information as the Commission may request.~~

- ~~(b) The provisions for the Specialized Law Enforcement Certification Program are the same as for the Regular Program except as expressed in the Regulations and Procedures.~~

1001. Definitions.

(a) through (k) continued ***.

- (l) "Department or Participating Department" is any law enforcement entity or independent communications agency which has made application to and been accepted by the Commission to participate in POST programs and receive services. Eligibility for and participation requirements are in POST programs is set forth in Regulations 1009 and 1010. Any department may participate in the POST Certificate Programs, however, only those departments eligible for state aid may participate in the POST Reimbursement Program.

(m) through (ii) continued ***.

- (jj) "Specialized Law Enforcement Department" is a department or segment of a department which:

- (1) has policing or law enforcement authority imposed by law and whose employees are peace officers as defined by law; and
- (2) is engaged in the enforcement of regulations or laws limited in scope or nature; or
- (3) is engaged in investigative or other limited law enforcement activities in the enforcement of criminal law; ~~and~~
- ~~(4) is authorized by the Commission to participate in the Specialized Law Enforcement Certificate Program.~~

- (kk) "Specialized Peace Officer" is a peace officer employee of a specialized law enforcement agency authorized by the Commission to participate in the Specialized Law Enforcement Certificate Program.

(ll) through (mm) continued ***.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Pilot of Pre-Academy Physical Fitness Test		Meeting Date July 17, 2002
Bureau Standards and Evaluation Services	Reviewed By Paula Burnette <i>PS</i>	Researched By Michael Catlin
Executive Director Approval <i>Kenneth J. O'Brien</i>	Date of Approval 6-24-02	Date of Report June 19, 2002
Purpose <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input checked="" type="checkbox"/> No

In the space provided below, briefly describe the **ISSUE**, **BACKGROUND**, **ANALYSIS**, and **RECOMMENDATION**. Use additional sheets if required.

ISSUE

Should the Commission authorize staff to conduct a validation study to evaluate proposed pre-academy physical fitness tests and standards in support of strategic plan objective A.3: Minimum Qualifications for Entering Basic Academies?

BACKGROUND

POST's strategic plan objective A.3, research and develop needed minimum qualifications for all entrants into the basic academy, calls for selection standards in the area of physical abilities. Currently, POST has no pre-academy physical abilities assessment protocol or standards.

In 1985, POST developed the Work Sample Test Battery (WSTB) and a minimum passing score. This test is administered at the end of the basic academy physical conditioning program, and cadets must pass the WSTB prior to academy completion. The WSTB is predictive of subsequent physical job performance during field training as validated by a follow-up validation study in 1994.

Some academies use the WSTB, with a lower cut score, as a selection test prior to academy entry, but this practice would be difficult to defend in the event of a discrimination claim. If the WSTB is administered before the academy, and if the test has adverse impact, then, according to the federal Uniform Guidelines on Employee Selection Procedures, the test cannot be used for selection because it measures, in part, a skill or technique that would have been acquired in the training program.

As an alternative to using the WSTB for pre-academy physical fitness testing, POST staff recognized that a battery of generic tests of fundamental physical ability could be developed and validated. Subsequently, in July 2000, the Commission authorized contracting for a Management Fellow to study these issues and recommend a pre-academy physical fitness minimum qualification.

ANALYSIS

A POST Management Fellow has reviewed current physical fitness testing theory, relevant court cases, and, with a CADA-recommended steering committee, examined existing peace officer physical ability selection tests used within and outside of California.

A battery of tests that is expected to be predictive of successful physical performance in the academy has been recommended. The test battery includes: 1-1/2 mile run for time, push ups (one minute), and bent-knee situps (one-minute). The committee recommended that a study should be completed to evaluate how well these proposed tests predict which applicants would be able to successfully complete the physical performance areas of the POST Basic Academy, and what minimum levels of performance on the tests would be required to predict academy success.

The next phase of this project is for POST staff to gather information regarding the relationship between test scores and subsequent academy performance in skill areas that would permit setting defensible minimum passing scores. It is proposed that POST conduct a validation study to examine the empirical relationships between scores on the tests and subsequent academy performance to evaluate the predictive validity of the tests and determine appropriate minimum passing scores.

RECOMMENDATION

If the Commission concurs, the appropriate action would be a MOTION to authorize POST staff to conduct a validation study on the relationship between the proposed test battery and academy physical performance.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title		Meeting Date
Scheduling a Public Hearing for Proposed Increase of CPT Required Hours		July 17, 2002
Bureau	Reviewed By	Researched By
Training Program Services	Ray Bray	Mike Hooper
Executive Director Approval	Date of Approval	Date of Report
<i>Samuel J. O'Brien</i>	6-24-02	June 12, 2002
Purpose		Financial Impact:
<input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		<input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should the Commission schedule a public hearing for its November 2002 meeting to consider increasing the Continuing Professional Training (CPT) hourly requirement?

BACKGROUND

At its November 8, 2001, meeting the Commission decided to continue discussion of increasing the Continuing Professional Training (CPT) hourly requirement for full-time peace officers of all ranks to the July 2002 Commission meeting. The decision was made subsequent to a public hearing on the subject. The concerns that were raised centered on perceived budgetary and deployment shortfalls. The concerns are summarized in Attachment A. It should be noted that even in light of the concerns there was a consensus that increased CPT was a sound concept, though envisioned fiscal and personnel constraints seemed problematic.

ANALYSIS

Since the November Commission meeting POST has conducted extensive research pursuant to the concerns cited. A stratified random sampling of small-, mid-, and large-sized agencies' CPT hours (Attachment B) was performed, as was an analysis of the total population of police and sheriff departments. The results of the descriptive analysis for calendar years 2000 and 2001 are shown in Attachment C. It may be seen that 72 percent of both the sampled agencies and the total police/sheriff population attained 32 hours of training biennially. Sixty-eight percent of the sample and 65 percent of the total population attained 40 hours of training. The percent of officers attending 24 hours of CPT was 79 percent for the total population and 75 percent for the sample. This deficit is principally attributable to newly appointed officers whose two-year window for CPT compliance elapses outside the time period examined for this study.

In addition to the statistical computations, interviews were conducted with training managers and executives from small-, mid-, and large-sized agencies. These interviews, which are summarized in Attachment D, illuminated numerous methods for accomplishing agencies' CPT objectives. Some entailed creative fiscal management and some involved executive emphasis on training as a high priority. The common thread in training success was readily discernible: "proactive management." Both large and small agencies that accorded training appropriate management attention exhibited impressive accomplishments. For example, the

Willows Police Department used training as a recruitment tool; all officers on the 10-person department normally receive 100 hours of CPT *annually*, and they were promised this amount if they signed up. The same agency uses a revolving account to finance training— just \$2,500 in allotted funds. The Los Angeles Police Department has developed a modular concept for delivery of its CPT program. Officers are provided 5 eight-hour modules (40 hours) over 2 years with three modules routinely dedicated to perishable skills topics. This process works well in satisfying both the POST CPT mandate and the unique training needs of the state's largest police department. The Fresno Sheriff's Department has embarked on a strategy to seek certification for structured training that traditionally has not been certified, e.g., vendor-based training.

Bench marking was conducted with other California public safety entities and select other professions to ascertain law enforcement's standing among other professions' CPT standards. This analysis disclosed that among criminal justice and public safety practitioners, law enforcement had the lowest standard for CPT. The California Department of Forestry and Fire Protection's safety employees must undergo 100 hours of logged training *annually* (eight times the POST requirement), and peace officer employees of both the Department of Corrections and California Youth Authority must train 52-hours *annually* (four times the POST requirement). Furthermore, the State Board of Corrections requires correctional officers and deputies under its purview to receive a minimum of 24 hours CPT *annually* (twice the POST requirement). Attachment E contains the CPT mandates for all the entities comprising the comparison pool.

Several options exist for completing CPT other than sending employees to the courses listed in the *POST Catalog of Courses*. Agencies may design their own courses for certification and, if in-house expertise is lacking in a subject area, may "import" a subject matter expert. POST telecourses and CD-ROMs are universally available for viewing and CPT credit. DVD training is currently being developed for use at roll-call training sessions. Viewing of the short DVD vignettes will enable CPT credit to be awarded in the same manner as is done currently with the telecourse presentations. A POST strategic plan objective has targeted 2003 as the development date for an internet-delivered course. The future is bright for delivery (and receipt) of CPT programs.

Conclusions

Since the early decades of the 20th Century, California has been recognized as *the* model for professionalism in law enforcement. This has been based, in large part, on the degree to which the state's peace officers have been trained (and, of course, California's POST led the way in establishing quality control over training programs). However, the state's status and the peace officer corps, as well as the citizenry, are now imperiled as many states have promulgated training requirements that exceed California's. In fact, of the 30 states that have set minimum hourly requirements for CPT, only 4 have fewer hours than California— and 22 states exceed California's (see Attachment F).

Research has disclosed that an increase in the number of CPT hours should not prove unduly burdensome for agencies, particularly when the value of increased training is weighed against the liability that can result from a failure to provide ongoing training in an amount commensurate with that provided other public safety personnel, both those law enforcement employees outside California as well as in-state criminal justice system peers. The ability to meet expanded CPT hourly requirements is as much a function of quality management as any other single factor. Budgetary constraints will undoubtedly continue unabated in many quarters, but research has shown that inventive management can operate to offset virtually all but the most severe situations.

Perhaps the most compelling evidence that increasing the CPT requirement may be readily accomplished without an adverse impact is the amount of CPT that agencies routinely amass. For example, during calendar years 2000 and 2001 police and sheriff departments accumulated 5,106,917 hours of CPT, and this equated to an average of 79.86 hours per peace officer (based upon 63,946 sworn personnel) during the two-year period. Again, this points to the importance of training management practices that ensure proportionate distribution of training hours. These data suggest only minimal, if any, fiscal impact to POST and law enforcement agencies if the CPT requirement were to be increased.

Alternatives

Alternatives to be considered include the following:

1. Go forward with the originally recommended 40-hour biennial initiative, which represents an increase of 16 hours (or 8 hours per year).
2. Consider a 32-hour biennial requirement, which represents an increase of 8 hours (or 4 hours per year).

Staff recommends that the Commission consider increasing the CPT requirement to 40 hours, effective July 1, 2005.

RECOMMENDATION

Schedule a public hearing for the November 2002 Commission meeting to consider increasing the CPT hourly requirement.

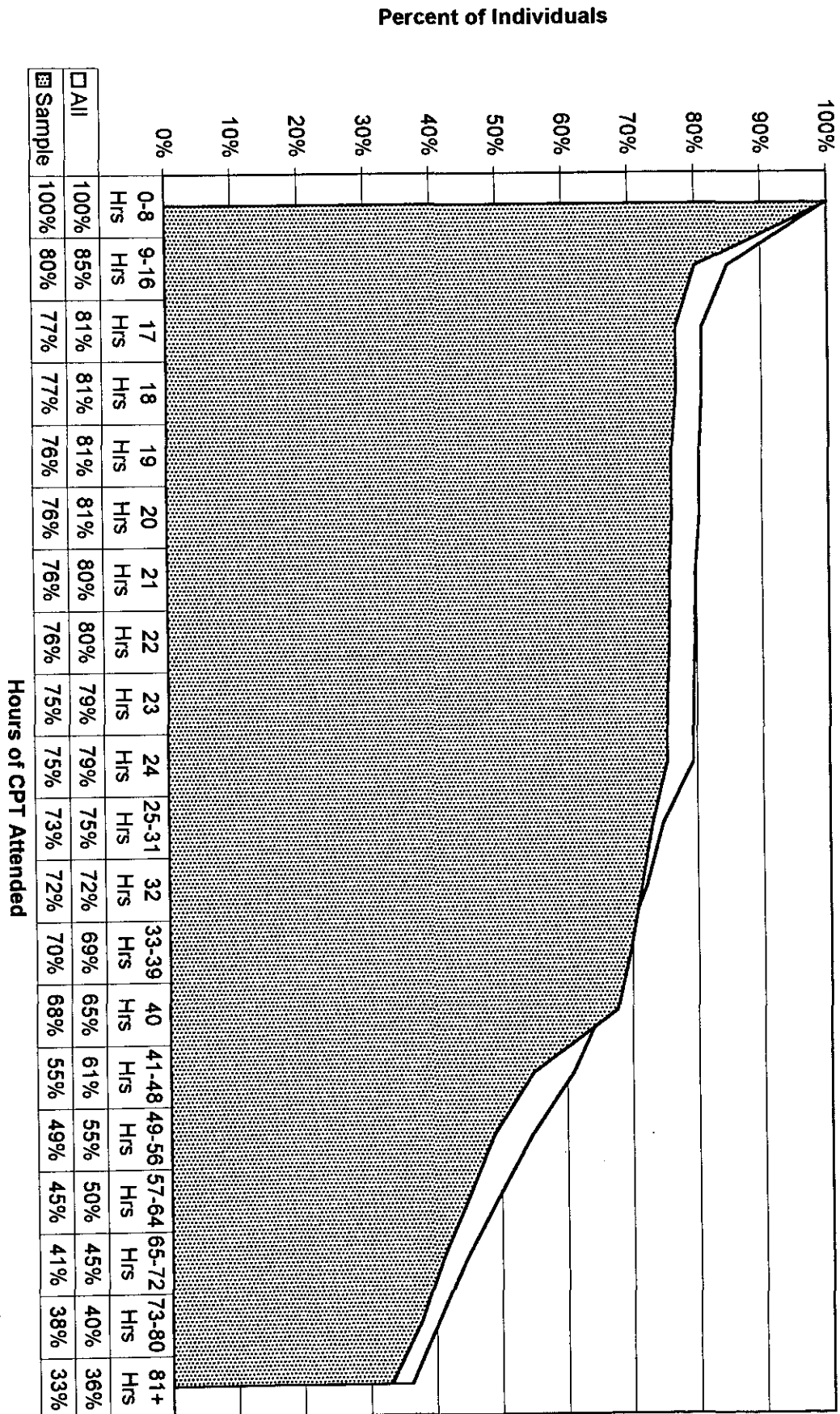
CONCERNS REGARDING INCREASED CPT
(From 11-08-01 Commission Meeting)

- * Additional hours of training will burden agencies, especially smaller ones, which will not have sufficient personnel to absorb time lost while personnel are away at training.
- * Additional hours of training will translate to overtime payments for coverage of positions of officers who are away at training.
- * Agencies are currently hard pressed to meet the current 24-hour training mandate, and requiring additional hours would exacerbate the current situation.
- * Public safety could be compromised with the understaffing that would result from patrol force vacancies while officers were at training.
- * Mandating additional training would impose a financial burden on many agencies since training budgets do not routinely increase when additional training is mandated.
- * Officers, especially those from smaller agencies, already have to travel long distances for much of their CPT, and, thus, adding hours to the CPT requirement would require them to travel and be away even more often.
- * Distortion resulted through POST's use of mean figures to show that officers were already averaging more than 50 CPT hours *annually* for the past 3 years, and there were questions about the source of information that POST used to illustrate California's sub-par position among all the states that have CPT requirements.
- * Liability could increase for any agency unable to comply with the new training requirement.

AGENCIES SAMPLED

<u>Agency</u>	<u>24 Hours</u>	<u>32 Hours</u>	<u>40 Hours</u>	<u>80+ Hours</u>
Alpine SD 11 Sworn	45.5 %	36.4 %	27.3 %	18.2 %
Red Bluff PD 25 Sworn	84 %	84 %	84 %	64 %
Reedley PD 28 Sworn	85.7 %	75 %	71.4 %	46.4 %
San Benito SD 24 Sworn	75.1 %	62.6 %	62.6 %	41.7 %
Clovis PD 86 Sworn	94.2 %	93 %	91.8 %	86 %
Tehama SD 60 Sworn	55.1 %	46.7 %	40.1 %	21.7 %
Watsonville PD 61 Sworn	95.1 %	93.5 %	90.2 %	62.3 %
Yolo SD 79 Sworn	73.3 %	64.5 %	62 %	26.6 %
Anaheim PD 382 Sworn	91.1 %	83.5 %	68 %	33.2 %
San Diego PD 2178 Sworn	71.3 %	68.8 %	67.4 %	24 %
Stanislaus SD 214 Sworn	89.3 %	87.9 %	86 %	70.6 %
Ventura SD 782 Sworn	73.2 %	67.5 %	61.7 %	40.2 %

Percent Of Individuals Taking At Least This Many CPT Hours During 2000 and 2001
(Prepared 3-02)



INTERVIEWS

<u>Agency</u>	<u>Interviewee</u>	<u>Training Strategy</u>
Chico PD 72 Sworn	Rod O'Hern	Imports instructors to save travel, per diem, and lodging expenses.
Corning PD 16 Sworn	Chief Anthony Cardenas	Vacation periods are secondary to training, which is a top priority. Strives for 40 hours per officer per year.
Fresno PD 700 Sworn	Officer Bill Dooley	A training committee, comprised of broad agency representation, assesses training needs and creates a training plan.
Fresno SD 436 Sworn	Lieutenant Joe Blohm	Certifies structured agency training that has occurred routinely but has not been certified, e.g., required vendor-based training.
LAPD 9,346 Sworn	Lieutenant Bill Murphy	Uses a modular concept, i.e., five eight-hour modules over two years.
Plumas SD 37 Sworn	Sergeant Tom Mareina	Attains 40 hours per officer by using "S & Ks" extensively and working with Butte College.
Redding PD 107 Sworn	Sergeant Dan Kupsky	Detailed in-house guidance on the course certification process, thereby eliminating the "fear factor" and enabling more certified courses.
Willows PD 10 Sworn	Chief Rick Shipley	Extensive training is a recruitment tool (100 hours per year). Also uses a "revolving account."

COMPARISONS

<u>Organization</u>	<u>CPT Hours</u>
California Department of Forestry and Fire Protection	100 hours annually for "safety" employees
CDC Peace Officers	52 hours annually
CYA Peace Officers	52 hours annually
STC Probation Officers	40 hours annually
STC Correctional Officers/Deputies	24 hours annually
STC Juvenile Correctional Officers	24 hours annually
Registered Nurses	30 hours biennially
Real Estate Brokers and Sales Agents	45 hours every four years
Lawyers	25 hours every three years

IADLEST CPT HOURS SUMMARY (2000)

302. Does your state mandate in-service/ refresher training?

Yes or No

303. If yes to question 302., what year was in-service/refresher training mandated?

304. If yes, how many hours of in-service/refresher training are mandated?

305. If yes to question 302., how often must in-service/ refresher training be completed?

306. Standards for in-service/refresher training are:

- a. Prescribed by Law
- b. Prescribed by Commission
- c. Other

State Name	302.	303.	304.	305.
Alabama	Yes	1996	12	Annually
Alaska	No	—	—	—
Arizona	Yes	1989	*	*
Arkansas	No	—	—	—
California	Yes	1965	24	Every Other Calendar Year
Colorado	No	—	—	—
Connecticut	Yes	1982	40	Every 36 Months
Delaware	Yes	1990	16	Annually
Florida	No	—	—	—
Georgia	Yes	1989	20	Annually
Hawaii	No	—	—	—
Idaho	No	—	—	—
Illinois	No	—	—	—
Indiana	Yes	1993	16	Annually
Iowa	Yes	1988	12*	Annually *
Kansas	Yes*	1983	40*	Annually
Kentucky	Yes*	1972*	40	Annually
Louisiana	Yes	1980	16	Annually
Maine	No	—	—	—
Maryland	Yes	1980	18*	Annually
Massachusetts	Yes	1968	40 *	Annually
Michigan	No	—	—	—
Minnesota	Yes	1978-	48	Every 36 Months
Mississippi	No	—	—	—
Missouri	Yes	1997	48	Every 36 Months
Montana	No	—	—	—
Nebraska	No	—	—	—
Nevada	Yes	1987	24	Annually
New Hampshire	Yes	1985	8*	Annually
New Jersey	No	—	—	—
New Mexico	Yes	1981	40	Within 24 Months
New York	No	—	—	—
North Carolina	Yes	1990	8*	Annually
North Dakota	Yes	1979	48	Every 36 Months
Ohio	Yes	1991	*	Annually
Oklahoma	Yes	1990	8	Annually
Oregon	No	—	—	—
Pennsylvania	Yes	1991	12	Annually
Rhode Island	No	—	—	—
South Carolina	Yes	1989	40	Every 36 Months
South Dakota	No	N/A	—	—
Tennessee	Yes	1981	40	Annually
Texas	Yes	1989	40	Within 24 Months
Utah	Yes	1979	40	Annually
Vermont	Yes	1971	25*	Annually
Virginia	Yes	1975	40*	Every Other Calendar Year
Washington	No	—	—	—
West Virginia	Yes	1981	8	Annually *
Wisconsin	Yes	1990	24	Annually
Wyoming	Yes	1971	40	Within 24 Months

State Name	306a.	b.	c.
Alabama	—	Yes	—
Alaska	—	—	—
Arizona	—	Yes	—
Arkansas	—	—	—
California	—	Yes	—
Colorado	—	—	—
Connecticut	Yes	Yes	Yes
Delaware	—	—	Yes
Florida	—	—	Yes
Georgia	—	Yes	—
Hawaii	—	—	Yes
Idaho	—	—	—
Illinois	—	Yes	—
Indiana	—	Yes	—
Iowa	—	Yes	—
Kansas	Yes	Yes	—
Kentucky	Yes	—	—
Louisiana	—	Yes	—
Maine	—	—	—
Maryland	—	Yes	—
Massachusetts	—	Yes	—
Michigan	—	—	—
Minnesota	—	—	—
Mississippi	—	—	—
Missouri	—	Yes	—
Montana	—	—	—
Nebraska	—	—	—
Nevada	—	Yes	—
New Hampshire	—	Yes	—
New Jersey	—	—	—
New Mexico	—	Yes	—
New York	—	Yes	—
North Carolina	—	Yes	—
North Dakota	Yes	—	—
Ohio	—	Yes	—
Oklahoma	—	Yes	—
Oregon	—	—	—
Pennsylvania	—	Yes	—
Rhode Island	—	—	Yes
South Carolina	—	Yes	—
South Dakota	Yes	—	—
Tennessee	—	Yes	—
Texas	Yes	—	—
Utah	Yes	—	—
Vermont	—	Yes	—
Virginia	—	Yes	—
Washington	—	—	—
West Virginia	Yes	—	—
Wisconsin	Yes	—	—
Wyoming	—	—	Yes

302. * Kansas - For certified full-time officers; * Kentucky - City/charter counties and pay incentive agencies;

* Louisiana - Currently suspended based upon funding issue; * Oregon - Some multi-discipline certificates except telecommunications;

* South Dakota - Domestic Violence only.

304. * Iowa - Also every 36 months; * South Dakota - Every four years.

305. * Arizona - Continuing trng. 8 hours/year, Proficiency skills 8 hours/3 years; * Connecticut - Use of deadly force/firearms required annually.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

COMMISSION AGENDA ITEM REPORT

Agenda Item Title Increase Contract for Additional Courses for the VAWA Grant		Meeting Date July 17, 2002
Bureau Training Program Services	Reviewed By Ray A. Bray	Researched By Jan Bullard
Executive Director Approval <i> Kenneth J. O'Brien </i>	Date of Approval 6.24.02	Date of Report June 18, 2002
Purpose <input checked="" type="checkbox"/> Decision Requested <input type="checkbox"/> Information Only <input type="checkbox"/> Status Report		Financial Impact: <input type="checkbox"/> Yes (See Analysis for details) <input type="checkbox"/> No

In the space provided below, briefly describe the ISSUE, BACKGROUND, ANALYSIS, and RECOMMENDATION. Use additional sheets if required.

ISSUE

Should the Commission increase an existing contract with San Diego Regional Training Center (SDRTC) to present additional courses under the Violence Against Women Act (VAWA) Grant?

BACKGROUND

On August 1, 1997, the Commission was the recipient of a VAWA Law Enforcement Training Grant in the amount of \$2,929,112. Over the past six years, the Commission has approved additional augmentations to the grant increasing the current total to \$7,734,179. This amount includes \$1,933,545 for the in-kind match POST contributes through staff and subject matter expert hours. The funds were dedicated to several projects, including the designing and creation of curriculum, telecourses, and interactive video courseware in VAWA related topics.

Over the past few years, the Commission has approved the acceptance of the VAWA funds. In former fiscal years not all funds were expended due to cost savings or cancelled courses. In January 2002, the Office of Criminal Justice Planning (OCJP) approved the Commission on POST to spend \$103,017 of the funds not previously expended.

ANALYSIS

Currently, SDRTC presents numerous courses developed over the past years under the VAWA Grant. There are still requests from the field for several domestic violence and sexual assault courses. The funds recently released from OCJP would be used to add course presentations to a current contract with SDRTC. The amendment would be for additional presentations of the following courses:

- | | |
|--|--|
| 1) Sexual Assault for First Responders | 7) Developing the Expert Witness for Domestic Violence |
| 2) Sexual Assault for Public Safety Dispatchers | 8) Domestic Violence for Public Safety Dispatchers |
| 3) Sexual Assault Response Team Training | 9) Domestic Violence for First Responders |
| 4) Sexual Assault for Campus Officers | 10) Domestic Violence Response Team Training |
| 5) Domestic Violence for Criminal Investigators | 11) Domestic Violence for Field Training Officers |
| 6) Crisis Negotiations for Domestic Violence Incidents | 12) Domestic for Officer Involved |

The number of each course presentation will be determined according to demand.

RECOMMENDATION

Authorize the Executive Director to increase the existing contract with SDRTC for additional presentations of the VAWA courses listed above for an amount not to exceed \$103,017.

MEMORANDUM

To : POST Commissioners

Date: June 7, 2002


From : William B. Kolender, Chairman
Long Range Planning Committee

Subject : REPORT OF THE LONG RANGE PLANNING COMMITTEE

The Committee met on June 7, 2002, at 10:00 a.m. at the San Diego County Sheriff's Department. Present were Commissioners Kolender, Cobb, Flannagan, Fox, Lopez, and Sampson. Commissioner Baca was absent. POST staff present included Ken O'Brien, Mike DiMiceli, and Hal Snow. Visitors included Alex Bernard, Chairman, POST Advisory Committee, Captain Skip Murphy, San Diego Sheriff's Department, Lieutenant Joseph Blohm, Fresno Sheriff's Department, and Captain Carlos Mesa, Fresno Sheriff's Department.

The Committee received reports from staff on the following issues:

Quarterly Strategic Plan Implementation Report

The Committee received the informational report concerning progress on implementing the Strategic Plan. Approximately 70% of the 46 objectives are currently being addressed. The report included a description of progress on each objective and the list of goals that have been deferred pending the completion of work on objectives of a higher priority.

Following discussion, the Committee accepted the report.

Request of the Los Angeles Police Department for an Exemption from the Perishable Skills-Driver Training Requirement

At the March 2002 meeting, the Long Range Planning Committee received a request from the Los Angeles Police Department concerning the Perishable Skills – Driver Training Requirement. Commander George Gascon, Human Resources Group, Los Angeles Police Department presented the request to the

Committee. Two recommendations were presented to the Committee: 1) "It is recommended that POST grant law enforcement agencies an exemption from your perishable skills requirement that driver training must be conducted on Driving Simulators or EVOC;" and 2) "We further recommend that POST allow law enforcement agencies the flexibility to conduct driver training in classrooms, utilizing 'Problem-Based Learning (PBL) techniques to reinforce driver decision-making skills, which account for the vast **majority** of all law enforcement traffic collisions."

The Committee directed staff to consider the LAPD recommendations and request, and to present a response at the June 7, 2002, meeting.

The Committee received the written report from staff that summarizing the LAPD proposal, the response of POST staff, including recommendations. Staff recommended the Commission: 1) not grant an exemption from the Perishable Skills-Driver Training requirement to the LAPD or other law enforcement agencies; and 2) not approve a classroom training program as an alternative means of satisfying the Perishable Skills-Driver Training requirement.

Following the discussion, the Committee unanimously (Motion-Flannagan, Second-Fox) accepted the staff report and recommendations. The Committee recommends to the Commission that it: 1) **not** grant an exemption from the Perishable Skills-Driver Training requirement to the LAPD or other law enforcement agencies; and 2) **not** approve a classroom training program as an alternative means of satisfying the Perishable Skills-Driver Training requirement.

Report on Increasing POST's CPT Requirement

At the January 2002 meeting, the Commission directed staff to complete additional research on the issue of increasing the CPT requirement from 24 hours to 40 hours, and to present the issue at the July 2002 meeting.

The staff report described the status of CPT training in California in local and state agencies. The staff concludes that justification exists to support increasing the CPT requirement. However, budget uncertainties and critical legislative training mandates suggest this action should be deferred to a later time.

Following extensive discussion, the Committee unanimously (Motion-Fox, Second-Sampson) directed staff to present this issue to the Commission at the July 2002 meeting for the purpose of scheduling a public hearing. The Committee recommended the Commission set a public hearing for the November meeting to consider the staff recommendation to increase the CPT requirement to 40 hours every 2 years.

Proposed EMSA Regulations for Emergency Medical Dispatch

The staff report described the regulations for emergency medical dispatch that are proposed by the State Office of Emergency Medical Services Authority. The proposed regulations have generated some concerns about the impact on POST and local law enforcement agencies regarding training requirements.

Following discussion, the consensus of the Committee was to authorize the Executive Director to communicate the concerns to the Emergency Medical Services Authority.

Report on Increasing the Education Requirements for POST Certificates

At the January 2002 meeting, the Commission postponed scheduling a public hearing on the proposal to increase the educational requirement for POST Professional Certificates. The Commission directed staff to present the issue at the July 2002 meeting.

Representatives of law enforcement labor organizations have expressed opposition to the proposal. Staff has not completed discussions with the labor organizations and therefore recommended the issue be deferred to a later time.

Following discussion, the consensus of the Committee was to accept the staff report and recommendation.

Next Meeting

The next meeting of the Committee will be October 17, 2002, 10:00 A.M., at the Alhambra Police Department.

ADJOURNMENT 12:00 Noon

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities.



POST Advisory Committee
Tuesday, July 16, 2002
Hyatt Regency - San Francisco Airport
1333 Bayshore Highway
Burlingame, CA 94010
(650) 347-1234

AGENDA

Gray Davis
Governor

1:00 P.M.

Bill Lockyer
Attorney General

- | | | |
|----|---|-------------|
| A. | Call to Order and Welcome | |
| B. | Introductions | |
| | o Advisory Committee Members and POST Commissioners | |
| | o Audience | |
| C. | Flag Salute | |
| D. | Moment of Silence Honoring Peace Officers Killed in the Line of Duty Since the Last Meeting | |
| E. | Roll Call | |
| F. | Announcements | |
| G. | Approval of Minutes of the April 9, 2002 Meeting (Attachment A) | |
| H. | Review of Quarterly Report on POST Strategic Plan Implementation | Staff |
| I. | Discussion of Improving Communications, Efficiency, and Role of Advisory Committee (Attachment B) | Members |
| J. | Workshop for Advisory Committee Members? | Ken O'Brien |
| K. | Review of Commission Meeting Agenda and Advisory Committee Comments | Staff |



L. Advisory Committee Member Reports

Members

M. Correspondence (Attachment C)

N. Old and New Business

O. Next Meeting

Wednesday, November 20, 2002
Hyatt Regency, Monterey

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities.



POST Advisory Committee Meeting Minutes

Tuesday, April 9, 2002
Ramada Plaza Hotel
6333 Bristol Parkway
Culver City, CA 90230
(310) 484-7000

Gray Davis
Governor

Bill Lockyer
Attorney General

CALL TO ORDER

The meeting was called to order at 1:00 p.m. by Chairman Alex Bernard. Alex welcomed everyone to the meeting.

ROLL CALL

Members Present:

Bernard, Alex - Peace Officers' Research Association of California (PORAC)
Cleaver, Norman - California Academy Directors' Association (CADA)
del Campo, Ph.D., Phil - Public Member
Engquist, Marvin - California Justice Educators' Association (CAAJE)
Geise, Leonard - Public Member
Gurney, John - California Police Chiefs' Association (CPCA)
Otto, Kevan - California Specialized Law Enforcement
Redding, Sandra - California Highway Patrol
Scott, Michael - California Organization of Police and Sheriffs (COPS)
Waters, Al - California Coalition of Law Enforcement Associations (CCLEA)

Members Absent:

Byrd, Charles - California State Sheriffs' Association (CSSA)
Lekawa, Leisha - Women Peace Officers (WPOA)
Reid, Michael - California Association of Police Training Officers (CAPTO)
Ruelas, Ed.D., Leo - California Community Colleges
Spiegel, Sam - California Peace Officers' Association (CPOA)

Commissioners Present:

Patrick Boyd
Marc Cobb
Joe Flannagan
James Fox
Bud Hawkins
Bill Kolender
Rana Sampson

Staff Present:

Ray Bray - Bureau Chief, Training Program Services Bureau
Jan Bullard - Senior Consultant, Training Program Services Bureau
Paula Burnette - Bureau Chief, Standards and Evaluation Services Bureau
Alan Deal - Bureau Chief, Executive Office
Mike DiMiceli - Assistant Executive Director, Field Services Division
Paul Harman - Bureau Chief, Information Services Bureau
Bud Lewallen - Bureau Chief, Basic Training Bureau
Tom Liddicoat - Staff Services Manager I, Administrative Services Bureau
Ken O'Brien - Executive Director, Executive Office
Dick Reed - Assistant Executive Director, Administrative Services Division
Hal Snow - Assistant Executive Director, Standards and Development Division
Dan Toomey - Management Fellow, Basic Training Bureau
Karen Hightower - POST Advisory Committee Secretary

INTRODUCTIONS

Those present introduced themselves.

FLAG SALUTE

Phil del Campo, Vice Chairman of the Advisory Committee, led the group in the flag salute.

MOMENT OF SILENCE HONORING PEACE OFFICERS KILLED IN THE LINE OF DUTY

The Advisory Committee held a moment of silence in honor of the officers who lost their lives last year while serving the public.

ANNOUNCEMENTS

Alex passed the committee roster to members and asked them to update if necessary.

APPROVAL OF THE MINUTES OF THE JANUARY 30, 2002, POST ADVISORY COMMITTEE MEETING

MOTION - Bernard, second - Geise, carried unanimously to approve the minutes of the January 30, 2002, meeting.

REVIEW OF RECOMMENDED CHANGES TO THE POST STRATEGIC PLAN

Hal Snow referred the group to "Item G" of the Commission agenda -- *Proposed Changes to POST's Strategic Plan*. Hal reported that at its January 31, 2002, meeting, the Commission authorized staff to proceed with the biannual updating of POST's Strategic Plan. After receiving input from POST clients, partners, and staff, proposed changes included deleting 11 objectives because they have been implemented. Nineteen objectives were recommended for modification and updating. Twenty-five new objectives were recommended by POST's clients and partners.

The group, discussed at length, Strategic Plan Objective A.10 – *Implement the Revised Supervisory Course Curriculum*. At issue were increased costs and the projected implementation date of 2004.

Norm Cleaver noted that his academy was a pilot-test site for the new Supervisory Course and believes the presentation methodology is superior to that of the existing Supervisory Course. Although, more costly to present, Norm stated that the course has received excellent reviews.

Hal informed everyone that POST staff would be meeting with Norm in the next couple of weeks to discuss ways to pair up resources and collaborate with Supervisory Course presenters to possibly reduce presentation costs and to expedite implementation.

Staff will report back to the Commission at the July meeting regarding the implementation of the new Supervisory Course.

MOTION - Gurney, second - Otto, carried unanimously to accept and support the Strategic Plan as outlined giving priority to Objective A.10 - *Implement the Revised Supervisory Course Curriculum*.

REPORT ON GOVERNOR'S AWARDS CEREMONY

Hal Snow reported that Chairman Bill Kolender presented the Governor's Awards to the three recipients at the annual Law Enforcement Legislative Day luncheon on March 20 at the Sheraton Grand Hotel in Sacramento. Hal noted that the event was well attended.

PRESENTATION OF THE PLAN FOR INTEGRATING ETHICS, LEADERSHIP, AND COMMUNITY POLICING INTO BASIC TRAINING

Bud Lewallen, Bureau Chief of the Basic Training Bureau, introduced Special Consultant Dan Toomey, Coordinator, for the Integrating Ethics, Leadership, and Community Policing into Basic Training project. Bud told those present that Dan comes from the Department of Alcoholic Beverage Control and that Commission Agenda "Item F" requests a contract extension for his services for another year.

Dan mentioned that the project was outlined in Commission Agenda "Item G" and would be submitted for Commission approval on Wednesday. He provided handouts and made a presentation to Advisory Committee members. Dan stated that the plan is to implement the elements of leadership, ethics, and community policing throughout the 41 Learning Domains of the Basic Course. It is estimated that plan implementation will take approximately three years.

Commissioner Joe Flannagan commended Dan for his accomplishments on the project.

POST VIDEO FOR RACIAL PROFILING

Hal Snow noted that there would be a public hearing at the Commission meeting the next day to approve the recommended course curriculum for racial profiling training. Hal said that the goal has been to develop standardized and effective training. Further, Hal stated that after the curriculum has been approved, the role of the Panel ends; however, staff will continue to seek Panel member input on the Train the Trainer curriculum.

The Advisory Committee viewed an 18-minute excerpt from the proposed racial profiling training video which will be provided to training facilitators. Committee members offered positive comments on the quality of instruction provided in the video.

Jan Bullard, Project Coordinator, provided two handouts to assist facilitators:

- 1) *Racial Profiling: Issues and Impact Facilitator's Guide*, and 2) *Racial Profiling Legal Document*.

Hal commended Jan Bullard for her outstanding efforts in coordinating the design of the curriculum, video, instructional materials, and Train the Trainer Workshops.

REVIEW OF COMMISSION MEETING AGENDA AND ADVISORY COMMITTEE COMMENTS

Hal informed members that the following contracts had been approved at the Finance Committee meeting:

- o Item N - Proposed Contract Extending POST Management Fellow for Regional Skills Training.
- o Item O - Robert Presley ICI Contract Request - RenTech Computer Rental Company.
- o Item P - Request Amendment to Existing Interagency Contract for Extension of Clerical Support Position for the Violence Against Women Act Grant.

Additionally, Hal noted that \$17.49 M in contracts had been negotiated for next year and that the POST \$ 56.9 M Budget is currently in the Legislature awaiting approval.

COMMITTEE REPORTS

California Highway Patrol

Sandra Redding informed members that Commissioner Dwight Helmick, of the California Highway Patrol, had approved release of the CHP-developed Force Option videos for use in simulator training in the POST Regional Skills Centers.

Hal Snow commented that POST appreciates Commissioner Helmick's offer. Use of the video scenarios, at the Skills Centers, will enhance training by providing "fresh" material for students.

California Organization of Police and Sheriffs (COPS)

Michael Scott complimented POST staff on the quality of the updated Stalking Course Guidelines and stated that the guidelines have been helpful in the investigation of stalking crimes. Michael noted that, in his agency, this information is conveyed to officers at roll call training.

Additionally, Michael informed everyone that the Daly City Police Athletic League is sponsoring its 28th Annual Golf Invitational Tournament. The event will take place at the Olympic Club - Lake Course on Monday, July 1, 2002. Michael invited those present to attend.

California Coalition of Law Enforcement Associations (CCLEA)

Al Waters reported that CCLEA members were represented at the Strategic Plan Update meeting held in San Diego and commended the efforts of staff and participants in updating the Plan.

Al also noted that the POST Certificate issue will be on the agenda at the July Commission meeting and that CCLEA members believe an additional certificate should be established between the existing Advanced and Supervisory Certificate categories.

Additionally, Al suggested that POST consider a different format for committee meetings to avoid redundant review of agenda items and to provide better communication between Commissioners and Advisory Committee members. After lengthy discussion, and as a result of Al's suggestion, Commissioners and Advisory Committee Members will discuss their roles at the July meeting and consider meeting format modification.

NEXT MEETING

Advisory Committee members are invited to attend the Commission Meeting and will be reimbursed for two nights lodging and appropriate per diem.

July 16, 2002 (Please note: Date changed from July 17)
Hyatt Regency Hotel
San Francisco Airport

Adjournment: 4:30 p.m.

Respectfully submitted,

Karen Hightower

Secretary

State of California

Department of Justice

MEMORANDUM

To: POST Advisory Committee

Date: May 1, 2002


Kenneth J. O'Brien
Executive Director

From: Commission on Peace Officer Standards and Training

Subject: **ROLE OF POST ADVISORY COMMITTEE**

At the April 2002 POST Advisory Committee meeting, there was a request to schedule at the next meeting a discussion about its role in relationship with the Commission's Committees and how it communicates with the Commission.

The Commission has established the longstanding role of the POST Advisory Committee, described in the attachment, as advisory to the Commission on all matters that come to the Commission for action. The POST Advisory Committee, as representative of most statewide law enforcement and training organizations, reviews the Commission's agenda the day before the Commission meets and makes recommendations on items it deems appropriate. The POST Advisory Committee communicates its recommendations directly via its chairman who sits with the Commission at its meetings. Members of the POST Advisory Committee receive their agenda binders at the same time as do Commissioners, about 10 days before the meetings.

The POST Advisory Committee has typically focused on major policy/program/standards issues and not interjected itself into budgetary or legislative issues. Since these are speciality areas, the Commission has maintained Committees of Commissioners (Legislative Review, Long Range Planning, and Budget) which also meet before the quarterly Commission meetings to review more detailed issues. The Chairman of the POST Advisory Committee is specifically invited to attend all Long Range Planning Committee meetings. Commissioners assigned to such Committees develop a base of expertise and knowledge which is thought to be necessary to efficiently address each Committee's issues. The point is that POST's business is sufficiently broad in scope and complex that this structure has been adopted and maintained for more than 20 years, not that it cannot be reviewed from time to time.

The other issue is that POST Advisory Committee members over the years have been satisfied to focus their review and input on the major policy/program/standards issues (as represented by the Commission's agenda) and not expend the additional time that would be needed to participate in the Commission's Committees. The Commission's Committee meetings have always been open and invitations have been extended for POST Advisory Committee members to attend if they occur on the same day as the Advisory Committee meetings.

The Commission has not directed that any changes occur to the present role of the POST Advisory Committee. This matter is before the POST Advisory Committee for discussion.

Attachment

COMMISSION ON PEACE OFFICER STANDARDS

An Orientation to the POST Advisory Committee

(The following information was extracted from past Commission meeting minutes, Commission Policy Manual, and other historical documents)

July 1998

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Role of POST Advisory Committee	4
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History of Formation

The POST Advisory Committee was established by the Commission in 1968 to assist the Commission "in developing and implementing programs to raise the level of competency of local law enforcement." The Advisory Committee was also formed because of repeated requests and legislation to enlarge the Commission and to "get wider representation to improve the quality of and quantity of communications between the Commission, various professional groups, and the public."

By June 1969, the Commission had appointed eight members including representatives of the following organizations - California Peace Officers' Association, California Police Chiefs' Association, California State Sheriffs' Association, Chairman of a Police Service program of a community college, a representative of the Chancellor's Office of the California Community Colleges, and one or more persons without any direct connection to law enforcement, police education, or public service. The categories of representation evolved over time.

Present Composition

In 1969, the Advisory Committee composition was set at nine members, serving three-year staggered terms. In 1970, a representative of CAPTO and a student were added. By 1976, the following 13 categories of appointments had been established - CAAJE, Specialized Law Enforcement, PORAC, CHP, CSSA, CPOA, CAPTO, Public (2), Chancellor's Office, CPCA, Public, and Student. In 1980, the Commission added representatives of CADA and WPOA and deleted student representation. By 1985, the Commission added a COPS representative bringing the Committee to its present composition and size of (14).

Role of the POST Advisory Committee

The role has changed from time to time over the years but has remained fixed since July 1979 when the Commission adopted the following:

Purpose

The Advisory Committee of the Commission on Peace Officer Standards and Training is established for the principal purpose of providing two-way communications between the Commission and associations and organizations sharing a vital interest in the activities and decisions of the Commission. Therefore, the Advisory Committee shall be a consortium of representatives of common interest groups which convenes periodically to give and receive information, review projects and programs, and make recommendations to the Commission.



CITY OF HUNTINGTON BEACH

2000 MAIN STREET
P.O. BOX 70

POLICE DEPARTMENT

CALIFORNIA 92648
Tel: (714) 960-8811

RONALD E. LOWENBERG
Chief of Police

April 3, 2002

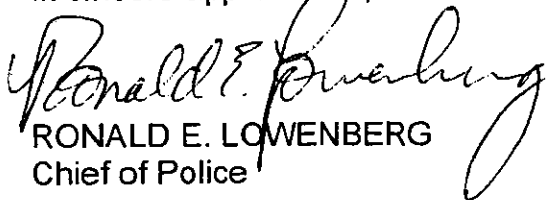
The POST Advisory Committee
Commission on Peace Officers'
Standards and Training
1601 Alhambra Boulevard
Sacramento, CA 95816-7083

Dear POST Advisory Committee:

I wish to thank the entire Advisory Committee for their recommendation of me for the 2001 Governor's Award in the Lifetime Achievement category. Receiving this award is truly an honor and one of the highlights of my law enforcement career. It is one thing to receive an award of such high caliber, but, in addition, being recommended for it by the POST Advisory Committee is something I am extremely proud of.

I commend each and every one of you for your dedication to our profession and to our communities.

In sincere appreciation,


RONALD E. LOWENBERG
Chief of Police

REL:gsd

**DRUG USE
IS
LIFE ABUSE**

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities.

FINANCE COMMITTEE MEETING

July 16, 2002 - 9:00 a.m.

Hyatt Regency Hotel
1333 Bayshore Highway
Burlingame, CA 94010

AGENDA



Gray Davis
Governor

Bill Lockyer
Attorney General

COMMITTEE MEMBERS

James Fox, Chairman
Patrick Boyd
Bud Hawkins
Ted Hunt
Rana Sampson
Laurie Smith

CALL TO ORDER

1. Year End Financial Report

A report summarizing year-end revenue and expenditures for Fiscal-Year 2001/2002 will be provided at the meeting.

2. FY 2002/2003 Governor's Budget

A copy of the Governor's Budget for POST is included under this tab.

A projection of FY 2002-2003 training volumes and expenditures will also be provided at the meeting.

3. Budget Change Proposals (BCP'S) For FY 2003/2004

Staff has under development several critical areas to be addressed, with the approval of the Committee, by submittal of BCP's to the Department of Finance. A report is enclosed for the Committee's consideration.

4. Review of Contracts and Other Fiscal Issues on the July 17, 2002, Commission Agenda

- (Commission Agenda Item "K")
Increase Contract for Additional Courses for the
VAWA GrantAmount: \$103,017

5. Report on Contracts Entered Into During FY 2001/2002

Each year the Commission receives a summary report of contract activities for the year just concluded. The report has been prepared and is included under this tab for information purposes. Staff would be pleased to respond to any questions or comments.

6. Informational Report on Law Enforcement Agencies' Response to POST's Request for Reduction in Training-Related Travel.

The report under this tab is an evaluation of the response received to POST's letter to Chiefs and Sheriffs of November 2001, concerning reimbursement spending. In that letter the Executive Director proposed that its client agencies might assist in the effort to balance POST's budget by voluntarily limiting training-related travel to the extent possible for the balance of the FY 2001-02.

ADJOURNMENT

8120 COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

The Commission on Peace Officer Standards and Training (POST) is responsible for raising the competence level of law enforcement officers in California by establishing minimum selection and training standards, improving management practices and providing financial assistance to local agencies relating to the training of their law enforcement officers.

SUMMARY OF PROGRAM

REQUIREMENTS		00-01	01-02	02-03	2000-01*	2001-02*	2002-03*
10	Standards	21.9	24.0	24.0	\$4,916	\$6,967	\$6,280
20	Training	41.4	43.7	43.7	13,167	23,866	23,038
30	Peace Officer Training	-	-	-	23,943	31,635	28,834
40.01	Administration	62.6	59.9	60.8	4,818	4,486	5,143
40.02	Distributed Administration	-	-	-	-4,818	-4,486	-5,143
98	State-Mandated Local Programs	-	-	-	8,239	8,481	6,923
TOTALS, PROGRAMS		125.9	127.6	128.5	\$70,267	\$70,949	\$65,075
0001	General Fund	-	-	-	8,239	8,481	6,923
0268	Peace Officers' Training Fund	-	-	-	60,748	61,209	56,893
0995	Reimbursements	-	-	-	1,260	1,259	1,259

10 STANDARDS

Program Objectives Statement

The standards program establishes job-related selection standards for peace officers and dispatchers. It also provides management consultation to local agencies. Activities include development of examinations and counseling local law enforcement agencies on ways to improve management practices.

Applied research is conducted in the areas of peace officer selection and training, operational procedures and program evaluation in order to meet statutory requirements and to provide management guidance to local law enforcement agencies. The program also provides local agencies with information and technical expertise in the development and implementation of new programs.

Authority

Penal Code Sections 13503, 13512, 13513, and 13551.

20 TRAINING

Program Objectives Statement

POST's training program increases the effectiveness of law enforcement personnel by developing and certifying courses that meet identified training needs, by providing scheduling and quality control of such courses, and by assisting law enforcement agencies in providing necessary training and career development programs. POST assesses training on a continuing basis to assure that emerging needs are met. Courses are offered through local community colleges, four-year colleges, universities, police academies, private trainers and training centers. The curricula cover a wide variety of technical and special courses necessary to meet statutorily and Commission established training mandates, maintain effectiveness in police work and address the training needs of recruit, officer, advanced officer, supervisor, manager, executive-level, and other law enforcement agency personnel. Curricula content is updated regularly. The Commission uses proven advanced technologies such as satellite broadcast and computer/video interaction in the delivery of training. POST also presents advanced leadership training for law enforcement supervisors and executives through its Command College and the Supervisory Leadership Institute.

The Commission establishes the basic criteria that must be met by each course in order to obtain POST's certification. Assistance is given to applicable educators and police trainers in preparing and implementing courses and training plans. Evaluation mechanisms are employed to ensure that training instructors and coordinators are adhering to established course outlines and are meeting instruction standards. Failure to meet these standards may cause revocation of course certification.

Job-related selection and training standards for peace officers and dispatchers, established by the Standards Program, are enforced through inspections of local agencies receiving state aid to assure they are adhering to minimum state standards.

Authority

Penal Code Sections 13503 and 13508.

30 PEACE OFFICER TRAINING

Program Objectives Statement

The enforcement of laws and the protection of life and property without infringement on individual liberties are among modern government's most important responsibilities. Carefully selected, highly trained and properly motivated peace officers are important factors in meeting this responsibility. To encourage and assist local law enforcement agencies to meet and maintain minimum standards in the selection and training of law enforcement officers, financial assistance is provided to all 58 counties, approximately 346 cities, and numerous specialized districts and local agencies which have agreed to meet POST's standards. Financial assistance to participating jurisdictions is provided for instructional costs associated with selected training courses. Funding is also provided for the cost of student travel and per diem associated with training presentations. Funding is also provided for necessary overtime paid to enable line officers to receive in-service training in areas of critical need.

Authority

Penal Code Sections 13500 to 13523, Health and Safety Code 11489.

8120 COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING—Continued

PROGRAM BUDGET DETAIL

PROGRAM REQUIREMENTS

10 STANDARDS

State Operations:

0268 Peace Officers' Training Fund.....

0995 Reimbursements.....

Totals, State Operations

2000-01*

\$4,916

2001-02*

\$6,967

2002-03*

\$6,280

\$4,916

\$6,967

\$6,280

PROGRAM REQUIREMENTS

20 TRAINING

State Operations:

0268 Peace Officers' Training Fund.....

0995 Reimbursements.....

Totals, State Operations

\$31,907

\$22,607

\$21,779

1,260

1,259

1,259

\$33,167

\$23,866

\$23,038

PROGRAM REQUIREMENTS

30 PEACE OFFICER TRAINING

State Operations:

0268 Peace Officers' Training Fund.....

0995 Reimbursements.....

Totals, State Operations

\$114

\$116

\$116

\$114

\$116

\$116

Local Assistance:

0001 General Fund.....

0268 Peace Officers' Training Fund.....

0995 Reimbursements.....

Totals, Local Assistance

20

23,811

31,519

28,718

\$23,831

\$31,519

\$28,718

PROGRAM REQUIREMENTS

98 STATE-MANDATED LOCAL PROGRAMS

Budget Acts:

Chapter 246/95-Domestic Violence Arrest Policies and Standards.....

Totals, Budget Acts

Claims Bills:

Chapter 723/01-Domestic Violence Arrest Policies and Standards.....

Chapter 177/00-Domestic Violence Arrest Policies and Standards.....

Totals, Claims Bills

Totals, Local Assistance

\$4,820

\$6,781

\$6,923

\$4,820

\$6,781

\$6,923

-

1,700

-

3,419

-

-

\$3,419

\$1,700

-

\$8,239

\$8,481

\$6,923

TOTAL EXPENDITURES

State Operations

Local Assistance

TOTALS, EXPENDITURES

\$38,197

\$30,949

\$29,434

32,070

40,000

35,641

\$70,267

\$70,949

\$65,075

SUMMARY BY OBJECT

1 STATE OPERATIONS

PERSONAL SERVICES

Authorized Positions (Equals Sch. 7A).....

Total Adjustments

Estimated Salary Savings

Net Totals, Salaries and Wages

Staff Benefits

Totals, Personal Services

OPERATING EXPENSES AND EQUIPMENT

SPECIAL ITEMS OF EXPENSE (Training Contracts).....

TOTALS, EXPENDITURES

00-01

01-02

02-03

2000-01*

2001-02*

2002-03*

125.9

134.3

133.3

\$7,457

\$8,007

\$8,075

-

-

2

-

-

100

-

-6.7

-6.8

-

-400

-409

125.9

127.6

128.5

\$7,457

\$7,607

\$7,766

-

-

-

1,177

1,450

1,482

125.9

127.6

128.5

\$8,634

\$9,057

\$9,248

\$4,669

\$5,276

\$5,519

24,894

16,616

14,667

\$38,197

\$30,949

\$29,434

* Dollars in thousands, except in Salary Range.

8120 COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING—Continued

RECONCILIATION WITH APPROPRIATIONS

1 STATE OPERATIONS

0268 Peace Officers' Training Fund

APPROPRIATIONS	2000-01*	2001-02*	2002-03*
001 Budget Act appropriation	\$12,045	\$12,841	\$13,508 ✓
Allocation for employee compensation	117	-	-
Adjustment per Section 3.60	-76	293	-
Adjustment per Section 4.00	-	-60	-
011 Budget Act appropriation	20,720	17,861	13,111
Transfer to Item 8120-101-0268 per Provision 2	2,640	-2,801	-
012 Budget Act appropriation	1,356	1,356	1,356
Totals Available	\$37,002	\$29,690	\$28,175
Unexpended balance, estimated savings	-65	-	-
TOTALS, EXPENDITURES	\$36,937	\$29,690	\$28,175
0995 Reimbursements			
APPROPRIATIONS			
Reimbursements	\$1,260	\$1,259	\$1,259
TOTALS, EXPENDITURES, ALL FUNDS (State Operations)	\$38,197	\$30,949	\$29,434

SUMMARY BY OBJECT

2 LOCAL ASSISTANCE

	2000-01*	2001-02*	2002-03*
Grants and Subventions	\$32,070	\$40,000	\$35,641

RECONCILIATION WITH APPROPRIATIONS

2 LOCAL ASSISTANCE

0001 General Fund

APPROPRIATIONS	2000-01*	2001-02*	2002-03*
101 Budget Act appropriation	\$20	-	-
295 Budget Act appropriation (State Mandates)	6,781	\$6,781	\$6,923
Adjustment per Government Code Section 17613	-1,961	-	-
Chapter 177, Statutes of 2000 (State Mandates)	4,706	-	-
Adjustment per Government Code Section 17613	-1,287	-	-
Chapter 723, Statutes of 2001 (State Mandates)	-	1,700	-
Prior year balances available:			
Chapter 574, Statutes of 1999 (State Mandates)	219	-	-
Adjustment per Government Code Section 17613	-219	-	-
TOTALS, EXPENDITURES	\$8,259	\$8,481	\$6,923
0268 Peace Officers' Training Fund *			
APPROPRIATIONS			
101 Budget Act appropriation	\$26,062	\$28,274	\$28,274
Transfer from Item 8120-011-0268 per Provision 1	-2,640	2,801	-
102 Budget Act appropriation	444	444	444
Totals Available	\$23,866	\$31,519	\$28,718
Unexpended balance, estimated savings	-55	-	-
TOTALS, EXPENDITURES	\$23,811	\$31,519	\$28,718
TOTALS, EXPENDITURES, ALL FUNDS (Local Assistance)	\$32,070	\$40,000	\$35,641
TOTALS, EXPENDITURES, ALL FUNDS (State Operations and Local Assistance)	\$70,267	\$70,949	\$65,075

* Dollars in thousands, except in Salary Range.

8120 COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING—Continued

FUND CONDITION STATEMENT			
0268 Peace Officers' Training Fund *			
	2000-01*	2001-02*	2002-03*
BEGINNING BALANCE.....	\$29,698	\$22,405	\$1,506
Prior year adjustments.....	-81	-	-
Balance, Adjusted.....	\$29,617	\$22,405	\$1,506
REVENUES AND TRANSFERS			
Revenues:			
123600 Other regulatory fees.....	167	170	170
130700 Penalties on traffic violations.....	37,159	39,060	37,947
142900 Miscellaneous services to the public.....	48	50	50
150300 Income from surplus money investments.....	2,134	1,000	1,000
161000 Escheat of unclaimed checks and warrants.....	28	30	30
Totals, Revenues.....	\$39,536	\$40,310	\$39,197
Transfers from Other Funds:			
F00178 Driver Training Penalty Assessment Fund per Section 24.10.....	14,000	-	18,706
F00001 General Fund Loan per Government Code Section 16351.....	-	5,000	-
Totals, Revenues and Transfers.....	\$53,536	\$45,310	\$57,903
Totals, Resources.....	\$83,153	\$67,715	\$59,409
EXPENDITURES			
Disbursements:			
8120 Commission on Peace Officer Standards and Training:			
State Operations.....	36,937	29,690	28,175
Local Assistance.....	23,811	31,519	28,718
8100 Office of Criminal Justice Planning (Local Assistance).....	-	5,000	-
Totals, Disbursements.....	\$60,748	\$66,209	\$56,893
FUND BALANCE.....	\$22,405	\$1,506	\$2,516
Reserve for economic uncertainties.....	22,405	1,506	2,516

CHANGES IN						
AUTHORIZED POSITIONS				2000-01*	2001-02*	2002-03*
Totals, Authorized Positions.....	125.9	134.3	133.3	\$7,457	\$8,007	\$8,075
Proposed New Positions:				Salary Range		
Graphic Designer III.....	-	-	1.0	3,886-4,724	-	51
Librarian.....	-	-	1.0	3,733-4,535	-	49
Totals, Proposed New Positions.....	-	-	2.0	-	-	\$100
Total Adjustments.....	-	-	2.0	-	-	\$100
TOTALS, SALARIES AND WAGES.....	125.9	134.3	135.3	\$7,457	\$8,007	\$8,175

8140 STATE PUBLIC DEFENDER

Program Objectives Statement

The Office of the State Public Defender was established in July 1976 by Chapter 1125, Statutes of 1975, and has offices in Sacramento and San Francisco. The State Public Defender, upon appointment by the court or upon the request of the person involved, may employ deputies and other employees, or may contract with county public defenders, private attorneys, and nonprofit corporations to furnish legal services in capital appeals to persons who do not have the financial means to employ private counsel. The State Public Defender may pay a reasonable sum for legal services provided pursuant to contracts and may also enter into reciprocal or mutual assistance agreements with boards of supervisors of one or more counties to provide for exchange of personnel.

Chapter 869, Statutes of 1997 (SB 513), revised the mission of the State Public Defender. Except for training new attorneys utilizing noncapital cases, the State Public Defender is now required to focus its resources exclusively on post-conviction proceedings following a judgment of death. Pursuant to Chapter 869/97, the State Public Defender is only assigned direct death penalty appeals by the State Supreme Court. Cases involving habeas corpus proceedings are assigned by the Supreme Court to the California Habeas Resource Center or to private counsel.

For the list of standard (lettered) footnotes, see the end of the Governor's Budget.
* Dollars in thousands, except in Salary Range.

FY 2003-04 PRELIMINARY BUDGET CHANGE PROPOSALS

(Dollars in thousands)

1. **Office Technician for Training Program Services (\$42; 1 PY)**
An Office Technician is needed to support POST's strategic program of instructor certification. This position will assist with the preparing of documents, regulations, and correspondence pertinent to certification. The workload created by the instructor certification plan will continue to grow as certification expands to include all instructors. The addition of an Office Technician is essential.
2. **LEC II for Center for Leadership Development (\$119; 1 PY)**
The workload in the Center for Leadership Development (CLD) has gradually increased over the past years. In FY 00-01, a law enforcement consultant (LEC) was reassigned from CLD for compliance inspections. An additional LEC II will bring the CLD complement of 4 LECs back to full strength and prior authorized levels.
3. **LEC II for Compliance Unit (\$119; 1 PY)**
An additional LEC is needed for the Compliance Unit to meet the demands of checking for compliance of the increased training specifications for instructors, perishable skills, and other POST mandated training.
4. **Records Management Support Position (\$50; 1 PY)**
A Records Management Analyst I position is requested in ISB to provide administrative records management support and oversight to all POST bureaus and the Executive Office. This support function will include receiving records release requests and disseminating the data requested with proper redactions or responses. This function would also entail maintaining proficiency in the records management field by reviewing changes in the law related to records release, destruction or automation.
5. **Office Technician for Information Services (\$42; 1 PY)**
An Office Technician is needed to provide administrative support to both the POST Library and the web-based Clearinghouse. This position will provide support for all purchasing activities, receiving and disseminating mail, scanning, e-mailing 200 journal subscription table of contents to staff, and performing non-technical data entry.

6. Office Technician for Two Bureaus (\$42; 1 PY)

This proposal is for an Office Technician to be shared by the Computer Services Bureau and the new Quality Assessment Bureau. Neither bureau has an office support position to perform administrative tasks within the bureau. To meet bureau needs, the bureaus borrow services from other bureaus or use non-clerical staff to perform the duties. However, bureau staff do not have the time for clerical duties. Such duties are given a low priority and are not given proper attention.

7. Reimbursement Expense Increase (\$4,847)

A budget augmentation of \$4,847,260 is requested. This augmentation is needed in order to reimburse local law enforcement agencies at the State rates for mileage (\$.34 vs. \$.26) and lodging (up to \$140 plus tax vs. \$84).

Total Dollars: \$5,261

Total Personnel Years: 6 PYs

7/2/2002 COMMISSION ON P.O.S.T.
Summary of Training Contracts (011)
2001/2002 Fiscal Year
As of June 28, 2002

Contract Number	Name of Contractor and Services provided	Amount of Contract
01-011-001	SAN DIEGO REGIONAL TRAINING CENTER Command college and Executive training programs. CLD-418.02 POWERS	542,641.00
01-011-003	CSU-SACRAMENTO/REG. CONTINUEING EDUCATION Direct and indirect costs to present two complete series of 8 courses. TDB-418.02 HEMPHILL	120,000.00
01-011-004	CSU-LONG BEACH FOUNDATION Presentation of 7 certified management course. CLD-418.02 LEWIS	167,412.00
01-011-005	CSU-HUMBOLDT Presentation of 5 certified management course. CLD-418.02 LEWIS	128,675.00
01-011-006	ITD-SAN DIEGO REGIONAL TRAINING CENTER Presentation of 7 certified management course. CLD-418.02 LEWIS	168,004.44
01-011-007	SAN JOSE STATE UNIVERSITY FOUNDATION Presentation of 5 certified management course. CLD-418.02 LEWIS	142,413.00
01-011-008	DAVISVILLE TRAVEL Provide business travel services to POST staff. ASB-418.02 LIDDICOAT	45,000.00
01-011-009	COOPERATIVE PERSONNEL SERVICES To arrange, proctor and score the basic waiver written examinations. BTB-418.02 SINGLEY	5,000.00
01-011-010	OFFICE OF STATE PUBLISHING To provide printing and shipping services associated with PC 832 examination process. S&E-382.02 KRUEGER	38,510.00
01-011-011	OFFICE OF STATE PUBLISHING To provide printing and shipping services associated with entry level law enforcement examination.	130,170.00

S&E-382.02 HONEY

01-011-012	SAN DIEGO STATE UNIVERSITY/KPBS TELEVISION To develop distance learning telecourse training programs, specialized videos and related video services. TPS-382.02 BUNA	1,680,771.25
01-011-013	CSU-LONG BEACH FOUNDATION To present 144 Sherman Block Supervisory Leadership institute class. CLD-418.02 SORG	1,316,087.00
01-011-015	ALAMEDA COUNTY SHERIFF'S DEPT. Emergency vehicle operations in basic motorcycle course and motorcycle update. TDB-418.02 RODRIGUEZ/HEMPHILL	223,800.00
01-011-017	ALAMEDA COUNTY DISTRICT ATTORNEY Case law updates training programs TPS-418.02 CROOK	66,000.00
01-011-018	GLODEN WEST COLLEGE/NEW MEDIA CENTER Case law updates training programs. TPS-418.02 CROOK	66,000.00
01-011-019	ALLAN HANCOCK COLLEGE Train up to 30 students in emergency vehicle operations. TDB-418.02 RODRIGUEZ	13,350.00
01-011-020	LOS ANGELES POLICE DEPT. LAPD will provide 4 ICI core course. TPS-418.02 ZACHARY	108,316.00
01-011-21	LAWTECH PUBLISHING CO., LTD. To update the student workbook instructional system. BTB-418.02 STRESAK	8,500.00
01-011-022	DEPARTMENT OF JUSTICE To provide training delivery services. TDB-382.02 HEMPHILL	2,211,225.00
01-011-023	SAN FRANCISCO POLICE DEPT. Presentation of 3 ICI core courses. TPS-418.02 ZACHARY	64,158.00
01-011-024	SAN DIEGO REGIONAL TRAINING CENTER Master instructor development program. TPS-418.02 HOOPER	274,906.00

01-011-027	ALLEN COMMUNICATION Maintenance and support for manager's edge. TPS-418.02 DUNN	7,500.00
01-011-028	STATE CENTER REGIONAL TRAINING FACILITY-FRESNO To provide 2 ICI core course. TPS-418.02 ZACHARY	82,325.00
01-011-034	FRESNO POLICE DEPT. To train up to 80 students in the 80-hour basic motorcycle course. TDB-418.02 MADEIRA	59,460.00
01-011-035	OAKLAND POLICE DEPT. To train up to 120 students in emergency vehicle operations. TDB-418.02 RODRIGUEZ/HEMPHILL	53,400.00
01-011-037	ORANGE COUNTY SHERIFF'S DEPT. To train up to 125 students in basic narcotics investigation course. TDB-418.02 PECINOVSKY/HEMPHILL	68,375.00
01-011-042	CALIFORNIA HIGHWAY PATROL Train up to 65 students in the basic motorcycle course and 72 students in the motorcycle update course. TDB-418.02 HEMPILL	111,933.00
01-011-044	SACRAMENTO POLICE DEPT. Purchase perishable skills training equipment. TPS-418.02 BRAY	17,200.00
01-011-047	SACRAMENTO COUNTY SHERIFF'S DEPT. Train 320 students in a 4-hr force options mobile simulator. TDB-418.02 HEMPILL	49,280.00
01-011-049	RIVERSIDE COUNTY SHERIFF'S DEPT. Training simulator, train 1,152 students in force option simulator course. TDB-418.02 FLORES/HEMPHILL	167,040.00
01-011-050	SAN JOSE POLICE DEPT. Train up to 70 students in the 40-hour force option simulator instructor course. TDB-418.02 RODRIGUEZ/HEMPHILL	42,350.00
01-011-051	LOS ANGELES SHERIFF'S DEPT. Presnetation of 4 ICI homicide foundation specialty courses. TPS-418.02 ZACHARY	79,684.00

01-011-052	CONTRA COSTA COUNTY SHERIFF'S DEPT. Train up to 150 students in emergency vehicle operations. TDB-418.02 RODRIGUEZ/HEMPHILL	66,750.00
01-011-053	CITY OF LOS ANGELES Revision and updating of medical screening manual. S&E-418.02 SPILBERG	9,999.00
01-011-054	SACRAMENTO POLICE DEPT. Train up to 65 students in emergency vehicle operations. TDB-418.02 HEMPILL	37,825.00
01-011-055	SAN DIEGO POLICE DEPT. Train up to 380 students in emergency vehicle operations. TDB-418.02 PECINOVSKY/HEMPHILL	169,100.00
01-011-056	SOUTH BAY REGIONAL TRAINING CENTER Train up to 470 students in emergency vehicle operations. TDB-418.02 RODRIGUEZ/HEMPHILL	209,150.00
01-011-057	VENTURA COUNTY SHERIFF'S DEPT. Train up to 295 students in emergency vehicle operations. TDB-418.02 CHANEY/HEMPHILL	62,300.00
01-011-059	CSU-SAN JOSE FOUNDATION Three ICI homicide foundation specialty course presentation and two ID theft presentations. TPS-418.02 ZACHARY	365,444.00
01-011-060	VENTURA COUNTY SHERIFF'S DEPT. Train up to 550 students in 4-hour force option simulator course. TDB-418.02 CHANEY/HEMPHILL	73,500.00
01-011-062	COLLEGE OF THE SISKIYOU Train up to 96 students in a 4-hour driver training simulator course. TDB-418.02 SPISAK/HEMPHILL	17,616.00
01-011-063	SAN DIEGO POLICE DEPT. Train 550 students in 4-hr driver training simulator & force options simulator course. TDB-418.02 PECINOVSKY/HEMPHILL	94,050.00
01-011-065	SAN BERNARDINO COUNTY SHERIFF'S DEPT. Training simulator course up to 1,000 students in force option simulator course. TDB-418.02 FLORES/HEMPHILL	148,000.00

Driver training simulator course & up to 1200 students in a
4-hour force option simulator course.
TDB-418.02 DELAGARZA/HEMPHILL

01-011-093	SAN DIEGO REGIONAL TRAINING CENTER Five ICI development course phase III instructor development for 85 students. TPS-418.02 ZACHARY	395,100.00
00-011-095 (01-011-095	DENIS ONES, PH.D. S&E-418.02 SPILBERG	80,000.00
01-011-096	DAVE GROSSMAN Three training sessions for post-traumatic stress disorder and deadly force encounters. TDB-418.02 HEMPHILL	4,999.00
01-011-097	CANCELLED (10/11/01 per Paula Burnette)	
01-011-099	SYLVIA MOIR Assist in delivering the 40-hour basic academy physical training instructor's course. S&E-418.02 BURNETTE	4,950.00
01-011-101	BETTY FOWLER Assist in delivering the 40-hour basic academy physical training instructor's course. S&E-418.02 BURNETTE	4,950.00
01-011-108	BUTTE COLLEGE Purchase 4 driver simulator for perishable skills training center. TPS-418.02 SANSEN	425,000.00
01-011-116	ROBERT ZIGLAR Recruit training officer workshops, development of scenario test and other basic course tasks. BTB-418.02 STRESAK	9,982.00
01-011-121	AQUENT PARTNERS Provide temporary graphic arts support to design police response to people with mental illness or developmental disability publication. ISB-418.02 LEWIS	1,392.00
01-011-122	MANNING, MANNING & WOLFE Instructor's course & 2-hr presentation on legal aspects of basic academy physical conditioning program. S&E-418.02 CATLIN	750.00

01-011-066	SAN JOSE POLICE DEPT. Train up to 775 students in 8-hr driver training simulator and 4-hr force option simulator course. TDB-418.02 RODRIGUEZ/HEMPHILL	156,000.00
01-011-067	SACRAMENTO POLICE DEPARTMENT Train up to 1,200 students in a 4-hour driver training simulator course. TDB-418.02 HEMPILL	57,600.00
01-011-068	KERN COUNTY SHERIFF'S DEPARTMENT Driver training simulator course, 800 students in 4-hour force option simulator course. TDB-418.02 MADEIRA	108,800.00
01-011-070	SANTA ROSA REGIONAL TRAINING CENTER Provide support for 6 presentations of the executive develop- ment course. CLD-418.02 SORG	159,911.00
01-011-071	OFFICE OF STATE PUBLISHING Printing, shipping services associated with regular basic course modular format examination program. S&E-382.02 KRUEGER	21,810.00
01-011-072	COOPERATIVE PERSONNEL SERVICES Printing , shipping services associated with proficiency examination program. S&E-418.02 KRUEGER	109,467.30
01-011-073	OFFICE OF STATE PUBLISHING Dispatcher selection test battery examination. S&E-382.02 DYER	190,000.00
01-011-74	MIKE GRAY Provide four-hour presentation of basic course academy. BTB-418.02 STRESAK	450.00
01-011-075	CSU-SACRAMENTO/REGIONAL & CONTINUING EDUCATION Administer the ICI homicide, child abuse, and sexual assault ICI foundation specialty course. TPS-382.02 ZACHARY	349,531.20
01-011-083	MODESTO/RAY SIMON CRIMINAL JUSTICE TRAINING CNTER Purchase 4 driver simulator for perishable skills training center. TPS-418.02 SANSEN	425,000.00
01-011-089	WEST COVINA POLICE DEPARTMENT	201,600.00

01-011-126	DEPT. OF ALCOHOLIC BEVERAGE CONTROL	116,160.56
(00-011-126	Provide special consultant to assist in the basic course student workbook instructional system. S&E -418.02 SPILBERG	
01-011-127	UC-IRVINE - UNIVERSITY EXTENSION	2,969.50
	Creation of course outline with materials by field training officer course SME's BTB-382.02 SINGER	
01-011-136	DOMESTIC PRINTING	6,214.62
	Print 5,000 copies of police response to people with mental developmental disabilities. TPS-418.02 HUNTON	
01-011-137	SELF DEFENSE FIREARMS TRAINING	216,000.00
	Train up to 1500 students in a 4-hour force option simulator course. TDB-418.02 PECINOVSKY/HEMPHILL	
01-011-145	LOS MEDANOS COLLEGE	100,565.00
	Mr. O. Sansen to manage and coordinate the regional skills training center. TPS-418.02 BRAY	
01-011-154	WEST COVINA POLICE DEPARTMENT	79,440.00
	Train up to 48 students in force options simulator instructor course. TDB-418.02 DELAGARZA	
01-011-156	THE COOPER INSTITUTE	15,000.00
	Leadership training course. S&E-418.02 BURNETTE	
01-011-158	RENTEC COMPUTER RENTALS	8,700.00
	Provide computer services at various location including delivery, set-up and pickup. TPS-418-02 ZACHARY	
01-011-159	LOS ANGELES POLICE DEPARTMENT	89,432.00
	Train up to 100 students in basic motorcycle course. TDB-418.02 CHANEY/HEMPHILL	
01-011-162	LOS MEDANOS COLLEGE (Amended to Contra Costa Co)	14,007.00
	Train 48 students in a 24-hour driving simulator instructor course.(name change to Contra Costa Co. Sheriff's Dept) TDB-418.02 HEMPILL	

01-011-162	CONTRA COSTA COUNTY SHERIFF'S DEPT. (Amended) Train 48 students in a 24-hour driving simulator instructor course.(Name change from Los Medanos College) TDB-418.02 HEMPHILL	18,009.00
01-011-163	SANTA ROSA JUNIOR COLLEGE Serve as a special consultant in the management fellowship program. Exercise physiologist. (Physical fitness). S&E-418.02 BURNETTE	77,000.00
01-011-165	OFFICE OF STATE PUBLISHING Support to the basic course presenters BTB-318.02 STRESAK	174,400.00
01-011-168	ROBERT GOLDBERG, M.D. Provide continued support updating the medical screening manual. S&E-418.02 SPILBERG	35,000.00
01-011-169	CHOCKALINGAM VISWESVARAN Assist in research leading to the revision of the psychological screening manual. S&E-418.02 SPILBERG	29,487.00
01-011-170	OAKLAND POLICE DEPT.-PERSONNEL AND TRAINING Coordination and presentation of the recruit training officer workshop up to four times a year. BTB-418.02 SINGER	9,243.27
01-011-171	SANTA ROSA TRAINING CENTER Train up to 200 students in emergency vehicle operations. TDB-418.02 MOURA/HEMPHILL	80,000.00
01-011-174	VALLEJO POLICE DEPT. (00-011-174 One month time extension and compensation. S&E-418.02 BURNETTE	12,996.00
01-011-175	SOUTH BAY REGIONAL TRAINING CENTER Train up to 1000 students in a 4-hour driver training simulator and force option simulator course. TDB-418.02 RODRIGUEZ/HEMPHILL	159,500.00
01-011-176	MICHAEL TWA, O.D. Review and provide feedback on vision guidelines of the revised medical screening manual. S&E-418.02 SPILBERG	1,000.00
01-011-177	VIRGINIA TOMEK	9,950.00

Provide up to 1200 hours of instruction/facilitation in a
dispatcher focused training for trainers program.
TDB-418.02 MADEIRA/HEMPHILL

01-011-178	ORANGE COUNTY SHERIFF'S DEPT. Driver training simulator course, train up to 1803 students in 4-hour force option simulator course. TDB-418.02 PECINOVSKY/HEMPHILL	274,056.00
01-011-181	CITY OF FRESNO Driver training simulator course, train up to 1000 students in force option simulator course. TDB-418.02 MADEIRA	107,000.00
01-011-183	BUTTE COLLEGE Train up to 80 students in an 8-hour driver training simulator course and 70 students for the force option simulator. TDB-418.02 SPISAK/HEMPHILL	18,310.00
01-011-184	ALAMEDA COUNTY SHERIFF'S DEPT. Train 1200 students in a 4-hour driver simulator and 4-hour force option simulator course. TDB-418.02 RODRIGUEZ/HEMPHILL	228,000.00
01-011-185	ALLAN HANCOCK COLLEGE Driver training simulator course, train up to 500 students in a 4-hour force option simulator course. TDB-418.02 CHANEY/HEMPHILL	76,500.00
01-011-186	LOS ANGELES COUNTY SHERIFF'S DEPT. Driver training simulator course and train up to 1600 students in force option simulator course. TDB-418.02 FLORES/HEMPHILL	208,000.00
01-011-187	REDDING POLICE DEPARTMENT Train up to 300 students in a 4-hour force option simulator course. TDB-418.02 SPISAK	24,300.00
01-011-189	RAY SIMON CRIMINAL JUSTICE TRAINING CENTER Driver training simulator course and force option simulator course and train up to 200 students in force option simulator. TDB-418.02 MADEIRA/HEMPHILL	53,158.00
01-011-190	SANTA ROSA TRAINING CENTER Train 200 students in driving simulator course and 200 students in force option simulator and 360 students in 4-hr mobile driving simulator training. TDB-418.02 MOURA/HEMPHILL	86,040.00

01-011-193	COKIE LEPINSKI Instruct/facilitate in a dispatcher focused training for trainers program. TDB-418.02 MADEIRA/HEMPHILL	9,950.00
01-011-194	JAN MYERS Provide up to 120 hours of instruction/facilitation in a dispatcher focused training for trainers program. TDB-418.02 MADEIRA/HEMPHILL	9,950.00
01-011-195	CHARLES W. SANDOVAL Contract renewal. S&E-418.02 BURNETTE	4,950.00
01-011-196	KIM CURRENT Provide up to 120 hours of instruction/facilitation in a dispatcher focused training for trainers program. TDB-418.02 MADEIRA	9,950.00
01-011-197	RAND PADGETT Provide up to 120 hours of instruction/facilitation in a dispatcher focused training for trainers program. TDB-418.02 MADEIRA	9,950.00
01-011-198	JENNY MCHENRY Provide up to 120 hours of instruction/facilitation in a dispatcher focused training for trainers program. TDB-418.02 MADEIRA	9,950.00
01-011-199	SAN DIEGO REGIONAL TRAINING CENTER Provide support services for the background investigator instructor development workshop. TDB-418.02 MADEIRA/HEMPHILL	2,500.00
01-011-200	COLLEGE OF THE REDWOODS Train 200 students in a 4-hour force option simulator course. TDB-418.02 MADEIRA /HEMPHILL	13,600.00
01-011-201	SAN DIEGO REGIONAL TRAINING CENTER Advanced officer training classes on police interventions with persons who are mentally ill. TPS-418.02 HUNTON	12,000.00
01-011-202	CSU-SACRAMENTO Review and feedback on pilot presentation of racial profiling course. TPS-418.02 HOOPER	3,000.00

01-011-203	MARK KRAMER Review and feedback on draft of hearing guidelines. S&E-418.02 SPILBERG	999.00
01-011-204	DENIS ONES, PH.D. Testing and revision on draft of hearing guidelines chapter of revised medical screening manual. S&E-418.02 SPILBERG	75,000.00
01-011-205	TULARE-KINGS COUNTIES TRAINING CENTER Purchase 4 driver and 1 force option simulator & support items for perishable skills training center. TPS-418.02 SANSEN	625,000.00
01-011-206	CALIFORNIA STATE UNIVERSITY - SACRAMENTO Dr. Leither will attend, review and evaluate presentation on racial profiling course. TPS-418.02 HOOPER	3,000.00
01-011-207	COKIE LEPINSKI Provide instructional design and instructor development trng. with POST facilitators guide for public safety dispatcher basic course. BTB-418.02 SINGER	9,900.00
CM-01-012	DIGITAL OUTPOST To design and develop four (4) DVD based interactive training products. TPS-418.02 BUNA	374,000.00
CM-01-014	COMPUSA, INC. To provide consulting services. TPS-418.02 MYYRA	380,506.93
01-012-001	SIMON WIESENTHAL MUSEUM OF TOLERANCE Tolerance training. TPS-418.03 BULLARD	1,556,000.00
	TOTAL	17,661,156.07

7/2/2002 COMMISSION ON P.O.S.T.
 Summary of Support Contracts (001)
 2001/2002 Fiscal Year
 as of June 30, 2002

Contract Number	Name of Contractor and Services provided:	Amount of Contract
01-001-001	ALLEN'S PRESS CLIPPING BUREAU Provide clippings of newspaper articles. ISB-418.01 BARRUS	3,720.00
01-001-005	DIALOG CORPORATION Internet access to more than 500 electronic databases. ISB-418.01 BARRUS	1,200.00
01-001-07	STEPHEN P. TEALE DATA CENTER Provide network support and consulting services. CSB-434 GIRARD	65,000.00
01-001-08	STATE CONTROLLER'S OFFICE Office and field auditing services. ASB-382.01 LIDDICOAT	85,000.00
01-001-09	SAN DIEGO REGIONAL TRAINING CENTER Presentation of domestic violence & sexual assault courses. TPS-418.01 BULLARD	352,169.60
01-001-12	RENTECH COMPUTER RENTALS Equipment to be used for Sr. L.E. consultant exam ASB-418.01 TOWNSEND	346.15
01-001-13	MONTEREY COUNTY SHERIFF'S DEPT. Present 29 training classes on domestic violence and sexual assault. TPS-418.01 BULLARD	127,818.00
01-001-14	ROMM CONSULTING SERVICES Produce 1,000 copies of learners first facilitation skills for learner centered instruction. TPS-418.01 BRECK	3,227.15
01-001-17	SAN DIEGO REGIONAL TRAINING CENTER Complete study on the impact of domestic violence training (VAWA Grant). TPS-418.01 BULLARD	75,000.00

01-001-18	ENTERPRISE PRINTING Print 4,275 copies of postscripts. ISB-418.01 CASSIDY	1,972.00
01-001-20	ENTERPRISE PRINTING Print 400 copies of P.C. 832: Arrest & Firearm module J firearms interactive. ISB-248 VESSELS	745.63
01-001-21	CSU-SACRAMENTO FOUNDATION Student services to assist in development of electronic data interchange systems and en- hancements to POST website. CSB-418.01 COPPIN	9,999.00
01-001-22	STATE PERSONNEL BOARD Access to online certification system. ASB-382.01 TOWNSEND	4,055.00
01-001-23	PRINT AND DESIGN MANAGEMENT SERVICES Printing services. ISB-248 CASSIDY	3,222.60
01-001-24	ENTERPRISE PRINTING Print and assemble 1000 copies of law enforce- ment property & evidence mgmt. Guide. ISB-248 CASSIDY	7,779.55
01-001-25	HEALTH & HUMAN SERVS. AGENCY DATA CENTR Data processing services with CALSTARS, CSB-382.01 GIRARD	35,000.00
01-001-26	ENTERPRISE PRINTING Print & assemble 500 copies of law enforcement records management guide. ISB-248 CASSIDY	8,942.17
01-001-27	SCANTRON CORPORATION Provide preventive maintenance on three scanners. S&E-418.01 DEYOUNG	4,911.56
01-001-33	ENTERPRISE PRINTING Printing services - 4,275 copies of POST Scripts. ISB-418.01 CASSIDY	1,424.61
01-001-34	OFFICE OF MACHINE REPAIR Maintenance of POSTTRAC PC. CSB-434 WHALEN	433.00

01-001-35	EBSCO Journal subscription and process claims for missing issues. ISB-418.01 BARRUS	14,333.02
01-001-36	PRINT AND DESIGN MANAGEMENT SERVICES Printing services ISB-248 LEWIS	621.31
01-001-38	ENTERPRISE PRINTING Printing Services - 3,000 SLI certificates. CLD-418.01 ROWERT	1,320.00
01-001-40	SAN DIEGO REGIONAL TRAINING CENTER VAWA Grant. TPS-418.01 BULLARD	12,012.40
01-001-41	DAVISVILLE TRAVEL Provide travel agency services. ASB-418.01 LIDDICOAT	18,000.00
01-001-42	STATE CONTROLLER'S OFFICE Annual maintenance of statewide leave accounting system. ASB-382.01 TOWNSEND	786.00
01-001-45	WEST PUBLISHING CORP. Westlaw electronic online law library services. ISB-418.01 BARRUS	8,500.00
01-001-46	NCS PEARSON Technical training & consultation on ezexam testing management software. S&E-418.01 KRUEGER	4,800.00
01-001-49	DANKA OFFICE IMAGING COMPANY Maintenance on Kodak copier. ASB-244 CONWAY	6,570.48
01-001-53	DR. CHARLES MOORE Provide holistic reading on law enforcement consultant exams. ASB-418.01 JUE	200.00
01-001-55	KERRY PHILLIPS Provide holistic reading on law enforcement consultant exams. ASB-418.01 JUE	200.00

01-001-69	PITNEY BOWES Maintenance for postage/mail equipment. ASB-227 LIDDICOAT	3,886.00
01-001-71	ENTERPRISE PRINTING Printing services-Print 4300 copies of POST scrips ISB-418.01 CASSIDY	1,991.83
01-001-72	DR. CHARLES MOORE Perform holistic reading on LEC II written exams. ASB-418.01 TOWNSEND	200.00
01-001-73	KERRY PHILLIPS Perform holistic reading on LEC II written exams. ASB-418.01 TOWNSEND	200.00
01-001-74	PRINT & DESIGN MANAGEMENT SERVICES Printing services BTB-418.01 YORK	3,084.23
01-001-76	DENNIS BRIAN, LETTERPRESS Printing services ASB-418.01 CRAMER	676.60
01-001-77	ENTERPRISE PRINTING Printing Services EO-418.01 HIGHTOWER	2936.00
01-001-208	ROMM CONSULTING SERVICES Facilitation skills for learner-centered instruction. TPS-418.01 BULLARD	2,494.41
	TOTAL	<u>\$874,778.30</u>

MEMORANDUM**To** : POST Finance Committee**Date:** July 16, 2002
From : KENNETH J. O'BRIEN
Executive Director**Commission on Peace Officer Standards and Training****Subject** : Committee Inquiry

At the April 9, 2002, Finance Committee meeting, Commissioner Sampson asked that POST staff make an evaluation as to the effect of the Executive Director's November 15, 2001, letter to chiefs and sheriffs. That letter requested that training-related travel be minimized for the balance of FY 01/02. Law enforcement executives were informed that POST anticipated being in a deficit position by the end of the fiscal year unless reimbursement spending was brought under control. The Executive Director suggested that POST's client agencies could help mitigate the problem by voluntarily reducing training-related travel to the extent possible.

Three variables seem to have caused an increase in the number of reimbursable trainees in 01/02 over 00/01:

- The 9-11-01 terrorist attack on our country resulted in the presentation of several POST special seminars, curriculum development workshops and subsequent new training courses related to anti-terrorism training. A total of 526 officers have attended one or more of these three types of presentations in the seven months between September 11, 2001, and April 30, 2002.
- Backfill reimbursement: In the first three quarters of FY 00-01, 25,032 students participated in training that qualified for backfill reimbursement. In the first three quarters of FY 01-02, 40,522 students (a 61.9% increase) attended training that qualified for backfill reimbursement. Across all reimbursable courses through May 2002, 11,947 more trainees (a 19.1% increase) attended POST-certified than for the same period last year (62,509 vs. 74,456 students). This has resulted in an increased travel and per diem cost of \$2.3 million over that incurred for the same time period in FY 00/01. Since the 15,490 student increase in backfill attendance exceeds the overall student increase among all other POST courses, backfill reimbursement appears to be primarily accountable for the increase in reimbursable students.

- The number of officers required to have training, statewide, has increased in 01/02 by 1,199 over 00/01 (79,263 vs. 78,064).

Conclusion:

The May reimbursement report indicates that 11,947 more officers (of all ranks) have been to reimbursable training in FY 01/02 than in FY 00/01. While POST staff has received verbal support for the request to contain training-related travel, the three variables cited herein appear to have resulted in a dramatic increase in the number of reimbursed trainees in this fiscal year over last year. It is not possible to say how much, if any, additional reimbursable training-related travel may have occurred had the Executive Director opted not to send the November 15 memo to the field.

The November communication to the chiefs and sheriffs was one of several options considered to help balance POST's budget in FY 01/02. While the letter to the chiefs and sheriffs was a request for voluntary cost containment, it appears the intended impact of the request was neutralized by POST's continuance to pay backfill reimbursement. This is evident because through May, 2002, while the overall increase in reimbursable trainees totaled 11,947 students, the number of students attending backfill reimbursable courses increased by 15,490. It was this observation that caused the Executive Director to suspend backfill reimbursement for the last 45 days of this fiscal year. In so doing, it was hoped that the increase in the number of reimbursable students could be slowed and that POST would save approximately \$400,000 in the last quarter of FY 01/02. Any funds saved by suspending backfill reimbursement for 45 days will be used to reimburse a portion of the increased student population.

Preliminary indications are that attendance at backfill courses slowed markedly in the last 45 days of the fiscal year. The suspension of backfill, readjustment of several training contracts and the redirection of two BCPs has resulted in achievement of POST's goal of ending the fiscal year under its appropriation limit.

If the committee has further questions on this issue, please contact Assistant Executive Director Dick Reed at (916) 227-2809.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities.



LEGISLATIVE REVIEW COMMITTEE

July 17, 2002, 8:30 AM
Hyatt Regency, San Francisco Airport
1333 Bayshore Hwy
Burlingame, CA
(650) 347-1234

MEMBERS

Gray Davis
Governor

Bill Lockyer
Attorney General

Hunt (Chair)
Boyd
Cobb
Hawkins
Kolender
Smith

AGENDA

8:30 A.M.

ATTACHMENT

- | | | |
|-----------|--|----------|
| A. | Status of Legislation of Interest to POST | A |
| | See attached | |
| B. | Legislation for Commission Position | B |
| | SB 1350 (McPherson/Burton) Emergency Services: Terrorism | |
| C. | Legislative Mandates Likely to Impact POST | C |
| | See attached | |

Bills of Interest to the Commission on Peace Officer Standards and Training

AB 74 (Washington)	Interception of Communication: Expands existing training development mandate on POST Commission Position: Neutral	Senate Public Safety Committee
AB 155 (Lowenthal)	Commission on Peace Officer Standards and Training: 14 member to 15 member (sergeant or below) Commission Position: Neutral	Two-Year Bill Senate Public Safety Committee
AB 204 (Lowenthal)	Driver Training: Driver Training Fund money permanently transfers money to the General Fund (to the Department of Education). Commission Position: Oppose	Dead
AB 355 (Havice)	Peace Officers: School Resources Officer Training: Mandate for POST to develop training before Jan 2002 for school police personnel and peace officers assigned to one school resource officer duties. Commission Position: Neutral	No Longer Pertains to POST
AB 376 (Chavez)	Public Safety Officers: Peer Support Program: Mandate for POST to develop peer support training.	No Longer Pertains to POST
AB 687 (Thomson)	Emergency Medical Services: Trauma Care Systems: Deletes the Driver Training Fund and replaces it with the EMS and Trauma Care Fund. Commission Position: No Position	No longer Pertains to POST
AB 758 (Maddox)	Peace Officer: Spinal X-rays: Requires specified peace officers to have a spinal x-ray when hired. X-ray becomes part of the permanent record for each peace officer. Commission Position: Neutral	Dead
AB 882 (Cedillo)	Peace Officers: Would eliminate the Commission's power to withdraw or revoke POST certificates (describes other requirements). Commission Position: Neutral	Two-Year Bill Senate Public Safety Committee

Bills of Interest to the Commission on Peace Officer Standards and Training

AB 1339 (Keeley)	School Security Training: Peace Officers and Security Guards: Adds requirement for peace officers assigned primarily to K-12 or community college campus, who work less than 20 hours per week, to complete a prescribed course of instruction. Commission Position: Neutral	Dead
AB 2133 (Goldberg)	Law Enforcement Racial Profiling/Prison Inmate Visitation: Mandated collection of racial profiling data by local law enforcement and development of analytical models and training. Commission Position: Oppose	Senate Public Safety Committee No longer Pertains to POST
AB 2099 (Diaz)	Peace Officers: Antiterrorism Training: Grant Program: Establishes a DOJ grant program for anti-terrorism-related peace officer training and equipment. Urgency bill/blank appropriation. Commission Position: Oppose, unless amended	Assembly Public Safety Committee
AB 2486 (Keeley)	Environmental Prosecution: Amends existing law to increase emphasis of funding investigation and prosecution of environmental law violations. Provides funding to POST to develop and deliver training. Commission Position: Support	Senate Rules Committee
SB 173 (Poochigian)	Peace Officers: Reserve Officer Training: Bill would add reserve officers as persons to whom POST allocates training funds. Commission Position: Oppose	Senate Inactive File
SB 911 (Alarcon)	Tribal Justice: Bill would require POST to develop training for peace officers who are assigned to a service area within a reservation. (Other training required of reservation law enforcement officers). Commission Position: Oppose, unless amended	Dead
SB 1211 (Romero)	Peace Officers: Interrogation: Bill would provide that, except as provided, statements and evidence derived from a suspect outside of Miranda would be inadmissible. Commission Position: Neutral	Assembly Inactive File

Bills of Interest to the Commission on Peace Officer Standards and Training

SB 1252 (Alarcon)	Attorney General: Tribal Justice Task Force: Creates Office of Native Affairs within the Office of the Attorney General, creates 14-member task force of tribal representatives, requires issuance of report to the legislature on retrocession and guidelines to address requests for retrocession, requires POST to develop training and specified peace officers to attend the training. Commission Position: Oppose, unless amended	Senate Appropriations Committee - Suspense File
SB 1350 (McPherson/ Burton)	Emergency Services: Terrorism: Requires OES to develop terrorism awareness training for specified categories of personnel, POST to develop training or law enforcement responders to terrorism incidents and specifies local agency and peace officer to complete training. Commission Position: Support	Assembly - Held at Desk
SB 1902 (Monteith)	Child Abduction Investigator: Creates new peace officer classification of child abduction investigator and establishes a basic training mandate for these investigators. Commission Position: Oppose, unless feasibility study	In Senate

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

2002 Status of Active Legislation of Interest to POST

(Revised June 26, 2002)

(Note: Text in bold indicates new bills added to list or different bill status since last revision)

<u>Bill #</u>	<u>Subject</u>	<u>Status</u>
AB 74 (Washington)	<p>Interception of Communication: As amended this bill moves sunset on State wiretap laws to 2008 and expands to terrorist activities. It does not include roving wiretaps. Expands existing mandate on POST to develop training that addresses interception of electronic communication.</p> <p><i>Commission Position: Neutral</i></p>	Senate Appropriations Committee
AB 155 (Lowenthal)	<p>Commission on Peace Officer Standards and Training: Existing law provides that the Commission on Peace Officer Standards and Training consists of 14 members appointed by the Governor. Four members are peace officers of the rank of sergeant or below. This bill would increase the size of the Commission to 15 members appointed by the Governor by adding one additional member from the rank of sergeant or below.</p> <p><i>Commission Position: Neutral</i></p>	Two-Year Bill Senate Public Safety Committee
AB 882 (Cedillo)	<p>Peace Officers: This bill would provide that persons found or adjudged guilty of a felony, and persons adjudged or found guilty of an offense punishable as a felony or misdemeanor if either (1) the sentence imposes punishment other than imprisonment in the State prison, or (2) the court grants probation without imposition of sentence and declares the offense to be a misdemeanor, are prohibited from holding office or being employed as a peace officer.</p> <p>This bill would eliminate the Commission's power to withdraw or revoke certificates. It would limit the Commission's authority to cancel certificates to those situations in which a certificate was obtained as the result of misrepresentation, fraud, or an administrative error. This bill would also prohibit the Commission from following existing regulations for the revocation or withdrawal of certificates and from issuing any new regulations that provide for the revocation or withdrawal of certificates.</p> <p>This bill would establish that certificates of the Commission shall be considered professional certificates. It would require the Commission to enter a notation in the Commission's training record whenever a person holding a certificate is determined to be disqualified from holding office or being employed as a peace officer on the grounds of having committed a specified offense.</p>	Two-Year Bill Senate Public Safety Committee

<u>Bill #</u>	<u>Subject</u>	<u>Status</u>
AB 882 (Cedillo)	<p>(Continued)</p> <p>Peace Officers: The bill would require the law enforcement agency that employs, or formerly employed a person who is required to hold a certificate, or the law enforcement agency that investigates an offense to notify the Commission of a felony conviction within 30 days of the conclusion of the proceedings. The bill would authorize the Commission to reinstate a person's certificate in the event a conviction of the offense requiring ineligibility is subsequently overturned or reversed by the action of a court of competent jurisdiction.</p> <p><i>Commission Position: Neutral</i></p>	Two-Year Bill Senate Public Safety Committee
AB 1339 (Keeley)	<p>School Security Training: Peace Officers and Security Guards: Existing law requires any school peace officer employed by a K-12 public school district, or a community college district, to complete a prescribed course of training, as specified.</p> <p>This bill would, in addition, require a peace officer assigned primarily to K-12 or community college campus, who works less than 20 hours per week, to complete that prescribed course of training, as specified.</p> <p><i>Commission Position: Neutral</i></p>	Dead
AB 2099 (Diaz)	<p>Peace Officers: Antiterrorism Training: Grant Program: Establishes a DOJ grant program for peace officer training in antiterrorism, and grants in support of acquiring necessary equipment to that end, as specified. Urgency bill/blank appropriation.</p> <p><i>Commission Position: Oppose, unless amended</i></p>	Assembly Public Safety Committee
AB 2486 (Keeley)	<p>Environmental Prosecution: This bill amends Penal Code Sections 14300 et. seq. Local Environmental Enforcement and Training Programs and provides a funding source that comes from public and private contributions, and from proceeds from state or federal judgments of hazardous materials cases. These funds go into the Hazardous Materials Enforcement and Training Account. Once the fund reaches the triggering amount of \$100,000, the secretary of the Environmental Protection Agency is authorized to award funds to public and private nonprofit organizations for establishing statewide hazardous materials enforcement education and training programs of peace officers, local public health officers, and public prosecutors.</p>	Senate Appropriations Committee

<u>Bill #</u>	<u>Subject</u>	<u>Status</u>
AB 2486 (Keeley)	<p>(Continued)</p> <p>The funds will be distributed as follows: 1) 25% or one hundred thousand dollars, whichever is less, will be allotted for the Commission on POST annually, 2) 25% to the secretary for allocation to both the Environmental Circuit Project and the California District Attorneys' Association, and 3) the balance to the secretary for grants awarded based on the need to maintain programs.</p> <p>POST is required to develop training for local and state peace officers investigating violations of state and local hazardous materials laws.</p> <p>Commission Position: Support</p>	Senate Rules Committee
SB 173 (Poochigian)	<p>Peace Officers: Reserve Officer Training: Existing law requires the Commission on Peace Officer Standards and Training to annually allocate from the Peace Officers' Training Fund to each city, county, and district, as specified, for training expenses of full-time regularly paid employees of eligible agencies from the city, county, or district. This bill additionally would include reserve officers as persons to whom these training expenses apply.</p> <p>Commission Position: Oppose</p>	In Senate - Inactive File
SB 911 (Alarcon)	<p>Tribal Justice: This bill would state the Legislature's findings and declarations with respect to crime and law enforcement within Indian country. This bill would require that all law enforcement officers in the State receive training regarding tribal issues by taking courses on tribal issues developed by the Commission on Peace Officer Standards and Training in collaboration with various State agencies that deal with tribal issues.</p> <p>Commission Position: Oppose, unless amended</p>	Dead
SB 1211 (Romero)	<p>Peace Officers: Interrogations: Existing law provides for specified peace officer training by the Commission on Peace Officer Standards and Training. This bill would provide that, except as described, peace officers shall be trained that, pursuant to specified judicial decisions, it is impermissible to continue to question a suspect who is in custody once that suspect has invoked his or her right to remain silent or right to have an attorney present. The bill would provide that POST-prepared, approved, or sanctioned courses of instruction are valid and enforceable only as long as supported by relevant and controlling case authority that are contained in relevant and final decisions of the California Appellate Courts and the California and United States Supreme Courts. This bill would also declare the intent of the Legislature in regard to these provisions.</p> <p>Commission Position: Neutral</p>	In Assembly - Inactive File

<u>Bill #</u>	<u>Subject</u>	<u>Status</u>
SB 1252 (Alarcon)	<p>Attorney General: Tribal Justice Task Force: This bill creates the Office of Native Affairs as an office of the Attorney General, and describes the role of the proposed office. It provides for a 14-member task force of tribal representatives and state representatives to promote cooperation between the State and the tribal judicial system. The bill requires the Legislature to issue a report, within one year of the bill's enactment, on retrocession and guidelines for response to requests for retrocession. The bill also adds an unfunded mandate that POST develop a course of training for city police officers, deputy sheriffs, and supervisors who are regularly assigned to a service area that includes Indian country. Training must be completed prior to January 1, 2005, or within one year of assignment to such a service area.</p> <p><i>Commission Position: Oppose, unless amended</i></p>	Senate Appropriations Committee - Suspense File
SB 1350 (McPherson & Burton)	<p>Emergency Services: Terrorism: Requires the Office of Emergency Services to develop specified training relative to terrorism awareness and response and requires categories of personnel identified by the OES to complete the training. This bill also requires the Commission on Peace Officer Standards and Training to develop a specified course of instruction on the responsibilities of first responders to terrorism incidents and would require specified local agency and other peace officers to complete the training. Has blank appropriation and urgency clause.</p> <p><i>Commission Position: Support</i></p>	Assembly Governmental Organization Committee
SB 1902 (Moneith)	<p>Child Abduction Investigator: This bill would create the peace officer classification of child abduction investigator by adding Penal Code Section 830.35 (d). It also established a training mandate on these investigators to complete a specialized investigators' basic course approved by the Commission on Peace Officer Standards and Training (POST) by amending Penal Code Section 832.25. The bill may also contain costs to local government mandated by the State.</p> <p><i>Commission Position: Oppose, unless feasibility study</i></p>	In Senate

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

2002 Status of Informational Legislation

(Note: Text in bold indicates new bills added to list or different bill status since last revision.)

Bill #	Subject	Status
AB 73 (Washington)	Vehicles:Fines:Records: Under existing law, additional penalties are imposed by the courts upon a person when that person fails to appear as promised, pay a fine or bail, or comply with a condition of a court relating to failure to appear or failure to pay a fine or bail. This bill would limit the amount of these additional penalties to \$100, exclusive of the original base fine and original penalty assessments, for infractions involving certain vehicle registration violations, lighting equipment violations, windshield and mirror equipment violations, and all other equipment violations.	Assembly Transportation Committee
AB 86 (Cardenas)	Law Enforcement Funding: Existing provisions of the California Constitution and related implementing statutes provide for the imposition of specified statewide sales and use tax rate, and require that the revenues derived from that rate be allocated to qualifying local agencies, as described, to supplement otherwise available funding for local public safety services, as defined. Under existing law, these statutes governing supplemental local law enforcement funding will become inoperative on July 1, 2002, and will be repealed as of January 1, 2003. This bill would make these provisions inoperative on July 1, 2007, and would repeal them as of January 1, 2008.	In Senate - Held at Desk
AB 562 (Cox)	Local Law Enforcement Funding: Existing law establishes in each county treasury a Supplemental Law Enforcement Services Fund (SLESF), sets forth provisions governing the administration of these funds, and appropriates \$242,600,000 from the General Fund for the 2000-01 fiscal year for allocation to counties and other entities for specified law enforcement purposes. This bill would appropriate \$100,000,000 from the General Fund to the Controller to be allocated to county sheriffs, city police chiefs, specified special districts providing police protection services, and cities that contract for police and sheriff services, for the purpose of funding technology grants and technology-related acquisitions to enhance public safety.	Dead

Bill #	Subject	Status
AB 788 (Firebaugh)	<p>Crime Prevention: Existing law prohibits law enforcement officers from engaging in 'racial profiling,' which is defined as the practice of detaining a suspect based on a broad set of criteria that casts suspicion on an entire class of people without any individualized suspicion of the particular person being stopped. Under existing law, law enforcement officers must participate in racial profiling training, with the curriculum developed by the Commission on Peace Officer standards and Training, in collaboration with a five-person panel, as specified.</p> <p>Existing law also requires the Legislative Analyst to present a report to the Legislature regarding data collection in connection with racial profiling, as specified.</p> <p>This bill would change the definition of racial profiling to mean a consideration in any fashion and to any degree the race or national or ethnic origin of drivers or passengers in deciding which vehicles to subject to any motor vehicle stop or in deciding upon the scope or substance of any enforcement action or procedure in connection with or during the course of a motor vehicle stop.</p> <p>This bill would also permit law enforcement officers to rely in part on race or national or ethnic origin with other physically descriptive characteristics in determining whether reasonable suspicion exists that a given individual who has been identified or described in part by race or national or ethnic origin is a suspect.</p>	Assembly Higher Education Committee
AB 838 (Koretz)	<p>Public Post Secondary Education: Waiver of Tuition for Peace Officers: Existing law prohibits any State-owned college, university, community college, or other school from charging any mandatory system-wide tuition or fees to certain dependents or survivors of veterans, including any child of any veteran of the United States military who has a service-connected disability, has been killed in service, or has died of a service-connected disability, where the annual income of the child, including the value of any support received from a parent, does not exceed the national poverty level as defined. This bill would prohibit the regents, the board of directors, the trustees, or any community college district from requiring mandatory system-wide fees or tuition of a full-time peace officer who is a resident of the State, is employed on active status, and whose principal duties consist of active law enforcement services, as defined. This prohibition would be applicable to the regents only if the regents, by resolution, make them applicable.</p>	Dead

Bill #	Subject	Status
AB 1322 (Negrete-McCloud)	<p>Peace Officers: Equipment: Existing law requires local agencies to furnish each newly hired, full-time police officer and deputy sheriff with specified safety equipment to the extent that funds have been made available by the Legislature. Existing law also recommends that local agencies provide other items, including protective vests, to those peace officers although the local agencies are not reimbursed for providing those items.</p> <p>This bill would require that the required items be furnished to each full-time police officer and deputy sheriff, and would include protective vests meeting specified standards in the required items, rather than in the recommended items, thereby imposing a State-mandated local program on local agencies.</p>	Senate Appropriations Committee - Suspense File
AB 1777 (Cardenas)	State Budget for 2002-03. Section 8 of the bill, plus other sections.	In Assembly
AB 1835 (Bates)	<p>Peace Officers: Refusal to Receive or Arrest Charged Person: Criminal or Civil Liability: Existing law makes it a felony for peace officers having authority to receive or arrest persons charged with criminal offenses to refuse to receive or arrest such persons, including persons arrested by a private person under a citizen's arrest. This bill would eliminate provisions relating to citizen's arrests. The bill contains other related provisions and other existing laws.</p>	Senate Judiciary Committee
AB 1873 (Koretz)	<p>Peace Officers: Confidential Records: Under existing law, peace officer personnel records and other specified records, or information from those records, are confidential and may not be disclosed by the department or agency that employs the peace officer in any civil or criminal proceeding except by discovery pursuant to specified provisions of law. This bill would recast these provisions and provide that these records may not be disclosed in any civil or criminal proceeding except by discovery pursuant to specified provisions of law.</p>	Chaptered - No. 63
AB 1944 (Wright)	<p>Identification: Under existing law, persons arrested for misdemeanors or infractions may be released pursuant to specified procedures, including presentation of identification or signing a promise or notice to appear. If persons accused of committing crimes do not provide satisfactory identification, officers have authority to obtain thumb prints. This bill provides procedures for alleged victims of identity theft to have fingerprints compared to that of arrestees. If arrestees are found to be different persons, victims of identity theft would be cleared of all responsibility. This bill would impose a state-mandated program. This bill contains other related provisions and other existing laws.</p>	Senate Public Safety Committee

Bill #	Subject	Status
AB 2021 (Nakano)	Peace Officers Training: Terrorism: This bill would authorize the imposition of an additional fine, in the amount of \$100 to \$10,000, on persons convicted of misdemeanors and would require additional fines to be directed to the arresting agency as specified.	Assembly Public Safety Committee
AB 2133 (Goldberg)	Prisons: Inmate Visitation: This bill would require that any amendments to existing regulations and any future regulations adopted by the Department of Corrections impacting the visitation of inmates recognize and consider the value of inmate visitation as a means of increasing safety in prisons, maintaining family connections, and preparing inmates for successful release and rehabilitation.	No Longer Pertains to POST - In Senate - Third Reading File
AB 2343 (Robert Pacheco)	Terrorism: Expands wiretap statutes; terrorism. Urgency bill.	Assembly Public Safety Committee
AB 2406 (Committee on GO)	Terrorism Response Plan: Adds to OES plans "Terrorism Response Plan" means the California Terrorism Response Plan as approved by the Governor.	Senate Appropriations Committee
AB 2443 (La Suer)	Public Safety Officer-Peer Support Counselor Privilege: Existing law creates an evidentiary privilege with respect to specified communications made during certain confidential relationships, including the domestic violence victim-counselor privilege. Establishes the public safety officer-peer support privilege so no information is passed to third persons other than those who are present unless disclosure is necessary to accomplish the victim's desired goal.	Assembly Public Safety Committee - Suspense File
AB 2733 (Cogdill)	Invasion of Privacy: Peace Officers: Existing law provides that specified law enforcement officers are not prohibited from overhearing or recording any communication that they could lawfully overhear or record as specified. This bill would extend these provisions to certain peace officers and would require that agency written policies be in effect for gathering evidence. Each authorized agency would be required to have the written policy on file in the Attorney General's Office.	Assembly Public Safety Committee
SB 1073 (Knight)	Peace Officers: Deputized: Power: Under existing provisions of law, certain power and authority is conferred upon regularly employed and salaried police officers and deputy sheriffs; designated police officers and employees of the University of California State University, and designated peace officers and other employees of the department of Parks and Recreation. This bill would delete the requirement that these peace officers and designated employees be regularly employed and salaried in order to exercise the power and authority of peace officers. The bill also includes terrorism funding.	Assembly Public Safety Committee

SB 1261 (Peace)	2002-03 Budget: 2002-03 State Budget. Section 8 of the bill. This bill includes other areas of the overall State budget.	In Assembly In Senate
SB 1565 (Polanco)	California Community Colleges to Develop Training for First-Responders: Requires, upon the availability of sufficient fiscal resources, California Community Colleges to make training available to first responder personnel in order to increase the capacity of the State to protect the public in the event of a bioterrorist attack or threat of attack.	Senate Appropriations Committee - Suspense File

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

2002 Status of Terrorism Legislation Information

(Note: Text in bold indicates new bills added to list or difference bill status since last revision)

Bill #	Subject	Status
AB 352 (Runner)	Undetectable Knives: Additional requirements re: concealable knives (detectable "metal detector"); background mentions terrorism.	Chaptered - No. 58
AB 878 (Liu)	Pupil Rights: Electronic Signaling Devices: Allows schools to let students have cell phones (now prohibited); impetus is partly 9/11/01 terrorist acts, plus Columbine.	Senate Education Committee
AB 1155 (Dutra)	Identity Theft: Creates a specific crime for a government employee to, as part of a criminal conspiracy, knowingly assist another person in obtaining a driver's license, ID card, vehicle registration certificate, or other official document issued by the DMV to which that person is not entitled if the government employee knows that the person is not entitled to that document and that the person intends to use the personal identifying information contained in that document for an unlawful purpose.	Senate Public Safety and Rules Committees
AB 1745 (Nakano)	Emergency Services:Registry:Physicians: Requires OES to create a registry of qualified physicians to be used in cases involving biological hazards, infectious diseases, or chemical attacks.	Assembly Appropriations Committee
AB 1754 (Leslie)	Fraudulent Documents:Conspiracy: Relates to conspiring to help another in illegally obtaining a driver's license and other specified official documents.	Senate Public Safety Committee
AB 1759 (Wesson)	Antiterrorism Fund and the California Memorial Scholarship Fund: Elements include: 1) special license plate for funding new; establishes the California Resources to Combat Terrorism Program in the Office of Criminal Justice Planning to provide financial and technical assistance to State and local law enforcement agencies engaged in antiterrorism activities (no funding in bill); and creates the California Memorial Scholarship Program administered by the California Student Aid Commission to award scholarships to surviving spouses; dependents (not unmarried partners) of those killed in terrorist attacks on September 11, 2001.	Chaptered No. 38
AB 1763 (Richman)	Emergency Health Powers Act: Includes powers to Governor during state of public health emergency (bill mentions "bioterrorism") powers to quarantine; other powers; liability provisions; CHP duties.	Assembly Appropriations Committee - Suspense File

Bill #	Subject	Status
AB 1804 (J. Campbell)	Electronic Signaling Devices: Authorizes a school district to adopt a policy regulating or prohibiting pupil possession or use of an electronic signaling device.	Assembly Education Committee
AB 1812 (Frommer)	Criminal Information: Appropriates \$5,500,000 from the General Fund to the Office of Criminal Justice Planning for continued operation of and 65 new positions within the Los Angeles County Regional Criminal Information Clearinghouse. ****	Assembly Appropriations Committee Suspense File
AB 1815 (Frommer)	Homeland Defense Bonds: Intent of the bill as introduced – author indicated to authorize the State to issue up to \$500 million “Homeland Defense Bonds” to allow citizens to contribute to the fight against terrorism (but amends needed to actually do that).	Assembly Appropriations Committee - Suspense File
AB 1838 (Hertzberg)	Weapons of Mass Destruction: Includes a number of changes regarding terrorism and weapons of mass destruction, including 1 st degree murder for murder using weapon of mass destruction; new crime of using fake weapon of mass destruction; adding to serious/violent felony list crimes using weapons of mass destruction; increased penalties; other changes. Urgency bill.	Senate Appropriations Committee
AB 1847 (Correa)	Public Employees: Medical Conditions: Adds work-related presumption for disability for specified peace officers and injuries from exposure to biochemical substance (undefined).	Senate Appropriations Committee
AB 1862 (Wyman)	Operation Enduring Freedom: Entitles any State employee, as defined, who, as a member of the California National Guard or a United States military reserve organization, is called up to active duty as a result of Operation Enduring Freedom or any successor military action on or after September 11, 2001, to reimbursement for serving.	Assembly Revenue and Taxation Committee
AB 1917 (Matthews)	Peace Officers: Off-Duty Officers: Firearms: Provides that no venue open to the public may restrict or prohibit a local, State, or federally authorized off-duty peace officer or retired peace officer from carrying a concealed weapon or weapons in that venue. Background mentions response to terrorism.	Senate Public Safety Committee
AB 1919 (Matthews)	Emergency Medical Services: Paramedics: Immunization Program: Allows EMT-P's to administer immunizations during declared state of emergency.	Assembly Health Committee
AB 1921 (Richman)	Healing Arts: Disaster Management Training: Requires licensed physicians and surgeons, nurses, and pharmacists to take continuing education classes relating to disaster management plans; classes to be developed by the licensing entity and the Office of Emergency Services.	Assembly Health Committee

Bill #	Subject	Status
AB 2000 (Nakano)	Firefighter Response to Terrorism Training Act of 2002: Director of the Office of Emergency Services, in cooperation with the State Fire Marshal, to coordinate, develop, prescribe standards for, and approve consequence management training procedures to State and local agency fire service personnel to respond to terrorist acts, and to develop training programs in cooperation with the Office of the State Fire Marshal and the California Firefighter Joint Apprenticeship Committee. Urgency bill.	Assembly Appropriations Committee - Suspense File
AB 2002 (Alquist)	Office of Emergency Services: Urban Search and Rescue Emergency Response Equipment Purchasing Program: Prohibits the Regents of the University of California, the board of Trustees of the Hastings College of Law, or the Trustees of the California State University from collecting or requiring mandatory systemwide fees or tuition from any resident of California whose parent or guardian was killed in a terrorist incident occurring on or after September 11, 2001.	Senate Appropriations Committee
AB 2018 (Nakano)	Public Safety: Communication System: Establishes the Public Safety Communication Advisory Board with responsibility for developing and implementing a statewide integrated public safety communication system that facilitates interoperability and other shared uses of public safety spectrum, consistent with decisions and regulations of the FCC, as specified. Legislative intent mentions terrorism and response; appropriates \$40 million GF.	Senate Appropriations Committee
AB 2035 (Frommer)	Emergency Medical Services: Standardized Emergency Management Systems: Disaster Response Field Hospitals: Requires on, or before July 1, 2003, each general acute care hospital to develop and submit to the authority and the department a plan to institute a Hospital Emergency Incident Command System (HEICS) modeled after the hospital emergency management system developed pursuant to funding by the Emergency Medical Services Authority as specified. Mentions terrorism response.	Assembly Appropriations Committee - Suspense File
AB 2046 (Corbett)	School Safety Advisory Council: Creates new California School Safety Advisory Council in the Department of Education; mentions response to terrorism, etc.	Assembly Appropriations Committee - Suspense File
AB 2059 (Pacheco)	Public Safety:Public Broadcast: Spot bill on DGS systems and public broadcast warnings.	Senate Rules Committee

Bill #	Subject	Status
AB 2067 (Nakano)	Nuclear Emergencies: Treatment for Radioactive Iodine: Requires SDHS, in consultation with the Office of Emergency Services, to develop and implement a program to oversee the distribution of potassium iodide (KI) tablets to all persons who reside within a 50-mile radius of a nuclear power plant in the event of an accident causing leakage of radioactive iodine, and for the efficient storage of potassium iodide tablets at public facilities, including public and private schools and hospitals, and prompt delivery for distribution in the event of a nuclear emergency.	Senate Appropriations Committee
AB 2072 (Mountjoy)	Open Meetings: Closed Sessions: Security: Authorizes a State body to hold closed sessions with officers or employees responsible for maintaining the security of the State body's personnel, property, buildings, or equipment, including electronic data, on matters posing a threat of criminal activity against the State body's personnel, property, buildings, or equipment, including electronic data.	In Senate - Third Reading File
AB 2101 (Pacheco)	Terrorism: New felonies - engaging in terrorist activity, as defined, punishable by 10, 15, or 25 years to life in State prison. Attempts included; no credits. Urgency bill.	Assembly Public Safety Committee
AB 2102 (Zettel)	Terrorism: New felonies - providing support for terrorist activity, as specified, and of harboring or concealing a terrorist, as defined, with violations punishable by 10, 15, or 25 years to life in State prison. Urgency bill.	Assembly Public Safety Committee
AB 2103 (Wyman)	Murder: Special Circumstances: Adds to murder special circumstances a situation in which the defendant killed the victim while committing a terrorist act in violation of specified provisions. Urgency bill.	Assembly Public Safety Committee
AB 2104 (Pacheco)	Crimes: Commencement of Prosecution: Removes statutes of limitations for terrorist activities, as specified.	Assembly Public Safety Committee
AB 2105 (La Suer)	DNA Collection: Adds persons convicted of terrorist activity in violation of the weapons of mass destruction provisions and other specified provisions to those offenders who are required to provide DNA samples for inclusion in the State database. Urgency bill.	In Senate - Third Reading File
AB 2106 (Bogh)	Jurisdiction: Provides for territorial jurisdiction over charged violations of any of a specified set of provisions in the courts of any of the territories in which any one of the offenses occurred, if the offenses are part of a single scheme or terrorist attack. Urgency bill.	Chaptered - No. 64
AB 2107 (Strickland)	Money Laundering: Terrorism: Provides that if criminal activity involved in prohibited money laundering includes certain terrorist-related acts, as specified, the person convicted is to be punished by imprisonment in State prison for a term of 10, 15, or 25 years. No credits. Urgency bill.	Senate Public Safety Committee

Bill #	Subject	Status
AB 2108 (Hollingsworth)	Terrorism: Criminalizes various forms of destructive conduct against bridges, tunnels, transportation facilities, mass transportation vehicles, and persons or employees involved with mass transportation, including attempts, conspiracies, and certain threats to commit these acts, if the conduct appears to be for specified purposes. Urgency bill.	Assembly Public Safety Committee
AB 2109 (Cogdill)	Weapons of Mass Destruction: Increases penalties for various violations of the laws proscribing possession and use of weapons of mass destruction. Urgency bill.	Assembly Public Safety Committee
AB 2110 (Aanestad)	Terrorism: Increases punishment for making a threat to use a weapon of mass destruction to make it a felony, and increases the sentence to 4, 6, or 12 years in the State prison. Also provides for a consecutive sentence of 10, 15, or 25 years if the violation caused great bodily injury to another. Urgency bill.	Assembly Public Safety Committee
AB 2111 (Strickland)	Criminal History Information: Motor Carrier: Requires DOJ to provide the State summary criminal history information, at the request of a motor carrier, on any applicant for employment that would be transporting hazardous materials; requires DOJ to inform the requestor of any disqualifying convictions, as defined, and authorize the department to expand the list of disqualifying convictions, to include those designated by federal regulations, as defined. Urgency bill.	Assembly Public Safety Committee
AB 2112 (Cogdill)	Non-Residents, if Transporting Hazardous Materials: Requires non-residents, if transporting hazardous materials, as defined, in a commercial vehicle, to have a valid license with the appropriate endorsement issued by another state or other jurisdiction that is recognized by the DMV, or to have in his or her immediate possession a Canadian driver's license and a copy of his or her current training certificate to transport hazardous material that complies with all federal laws and regulations with respect to hazardous materials. Urgency bill.	Enrolled and to the Governor
AB 2113 (Bogh)	Identification: Creates new felony for a government employee to knowingly assist another person in obtaining a driver's license, identification card, or any other official identity document if the government employee knows that the person is not entitled to that document; also provides that a person who violates the new provision would serve an additional and consecutive term of ten years in the State prison if the offense assists another to commit a terrorist crime, as specified. Urgency bill.	Assembly Appropriations Committee

Bill #	Subject	Status
AB 2114 (La Suer)	Department of Justice: Evidence: Requires DOJ to adopt standards and guidelines regarding the handling of potential evidence arising out of the testing of substances that are suspected to be related to activities of terrorists to be used by laboratories operated by or contracting with the DOJ, any State agency, or any local agency, and to any other laboratory in the State the department determines may test any material that may become evidence in a criminal prosecution for any crime committed in the commission of terrorist activities. Urgency bill.	To Enrollment
AB 2201 (Corbett)	School Safety: Emergency Manager: Requires schools to have emergency manager/plan; includes terrorist attacks.	Assembly Appropriations Committee - Suspense File
AB 2325 (Pavely)	Firefighting Hazardous Materials Response Team Equipment and Training Program: To provide funding, upon appropriation by the Legislature, for the purchase of hazardous materials response apparatus and equipment and for the provision of specialized hazardous materials training to State and local agencies that provide fire suppression services as specified.	In Assembly
AB 2409 (Jackson)	Emergency Notification Systems: Requires OES conduct a study of the emergency notification systems at California television and radio broadcast stations to determine the ability of these stations to notify the public of emergency situations 24 hours a day.	In Senate - Third Reading File
AB 2479 (Jackson)	Chemical Security: Enacts the California Chemical Security and Community Protection Act; among other reasons are terrorist attacks.	Assembly Appropriations Committee
AB 2508 (Dickerson)	State Sales and Use Taxes: Antiterrorism Preparedness: Provides that any revenues derived from the existing conditional 1/4% sales tax rate be deposited into the Antiterrorism Preparedness Fund, created by this bill in the State Treasury.	Enrolled and to the Governor
AB 2513 (Wyman)	Peace Officers: This bill would provide that peace officers who are special or airport safety officers, employed by the Department of Airports of the City of Los Angeles, are within the category of peace officers whose authority extends to any place in the State if: 1) the public offense is committed within the political subdivision employing the officer, 2) when the officer has prior consent of the appropriate supervisor, and 3) when the offense has been committed in the peace officer's presence.	Assembly Public Safety Committee

Bill #	Subject	Status
AB 2522 (Dutra)	Office of Emergency Services: Transportation Facilities: Makes various findings relating to the effect of the terrorist attacks of September 11, 2001, on the United States; requires OES, working with specified federal, State, and local agencies, to perform a risk assessment of the State's transportation facilities and to submit a confidential report of its findings to the Legislature's leadership prior to July 1, 2002. Urgency bill.	Senate Transportation Committee
AB 2578 (Alquist)	Civil Liability: Emergency Preparedness: Exempts an incorporated or unincorporated association of neighbors or members of a local community engaged in, or training for, emergency preparedness, emergency response, or emergency relief or support activity from civil liability for any act or omission committed in engaging in any of those activities.	Senate Judiciary Committee
AB 2599 (Daucher)	Antiterrorism Task Force Trust Fund: Creates the Anti-Terrorism Task Force Trust Fund for the purpose of allocating funds appropriated to the Office of Emergency Services for that purpose to regional antiterrorism task forces formed as joint powers authorities.	Assembly Governmental Organization Committee
AB 2603 (Daucher)	Local Emergency Preparedness and Response Plans: Terrorism: Legislature's intent to enact legislation that would assist local agencies in developing and maintaining radiological, biological, and chemical emergency preparedness and response plans to safeguard the public in the event of terrorism involving weapons of mass destruction.	In Assembly
AB 2645 (Aanestad)	Ralph M. Brown Act: Closed Sessions: Allows legislative body of a local agency to hold closed sessions with law enforcement officials or a private security consultant on a threat to the safety and delivery of essential public services, including drinking water, wastewater treatment, and electric services.	In Senate - Third Reading File
AB 2661 (Pavley)	Destructive Devices: Requires registration for life for violators of destructive devices crimes.	Assembly Appropriations Committee - Suspense File
AB 2689 (Daucher)	Disaster or Emergency: Rapid Response System: Health Professionals: Intent to establish a rapid response system whereby State and local public health officers may quickly contact specified health care professionals, in response to a disaster or emergency proclamation by the Governor or the President.	In Assembly
AB 2736 (Chan)	Mental Health Services: Children: Requires SDMH to implement a program to provide grants of State funds to entities that receive a federal grant to develop and implement plans for providing mental health services to children, school faculties, and child care providers who have been affected by terrorist acts, times of war, and other major crises.	Assembly Appropriations Committee - Suspense File

Bill #	Subject	Status
AB 2761 (Simitian)	Ground Transportation Carriers at California Airports Subject to Background Checks: Intent of the Legislature is to require in subsequent legislation that drivers of ground transportation carriers at California airports be licensed by the state of California and subject to public safety background checks under the auspices of the Public Utilities Commission, in cooperation with the federal Transportation Security Administration.	Assembly Environmental Quality Committee
AB 2808 (Washington)	Regional Centers for Domestic Security Training: Develop three Regional Centers for Domestic Security Training within the Peralta Community College District, the Compton Community College District, and the San Diego Community College District, thereby imposing a State-mandated local program, etc.	Assembly Higher Education Committee
ACR 127 (Oropeza)	September 11, 2001: Would recognize September 11 of each year as a day for Remembrance and Service and would call upon Californians to participate in appropriate observances to remember those who lost their lives in the terrorist attacks of September 11, 2001.	Chaptered No. 33
AJR 31 (Thomson)	Antiterrorism Funding: Memorializes the President and the Congress of the United States to enact legislation to provide funds to State and local governments to provide the necessary security and relief measure to protect local citizens from terrorism. (Resolution)	Chaptered No. 61
HR 35 (Havice)	Off-Duty Law Enforcement Carrying Firearms: Makes a number of "resolves" about off-duty law enforcement carrying firearms, including in private venues, on transportation (with reduced fees), and that members of the Assembly take "immediate legislative steps to empower these law enforcement professionals to become our country's first line of defense against those who wish to terrorize our citizenry . . ."	Assembly Transportation Committee
SB 27 (McPherson and Burton)	Emergency Services: Terrorism: As amended 2/5/02 requires the Office of Emergency Services to develop specified terrorism awareness and response training for first responders and requires categories of personnel identified by the office to complete the training by June 30, 2002. (See SB 1350)	Assembly Governmental Organization Committee
SB 406 (Ortiz)	Disease Control: May be authorizing vehicle for State public health bioterrorism funds; waiting for distribution of federal funds to see what they might entail. See SB 1298 (Ortiz) as well.	Assembly Health Committee
SB 1021 (Escutia)	Law Enforcement Technology: Institute for Criminal Justice Technology: Would create the Institute for Criminal Justice Technology; but does not include responsibility for "Emergency operations, including natural and man-made disasters, riot control, and terrorism. The institute shall coordinate its research goals with the Los Angeles County Terrorist Early Warning (TEW) Group on counter terrorism and the California Office of Emergency Services.	In Senate

Bill #	Subject	Status
SB 1253 (Figueroa)	Children: Cell Phones at School: Allows schools to let children have cell phones (now prohibited); impetus is partly 9/11/01 terrorist acts, plus Columbine.	In Assembly - Held at Desk
SB 1260 (Escutia)	Health Information: Children: Requires EPA designated center to collect/disseminate information on how to prepare for a biological or chemical terrorist attack and steps to take to ensure that children get health care they need in the event of such an attack.	Assembly Health Committee
SB 1267 (Battin)	Terrorist Threats: Adds to existing Penal Code Section 422 re: terrorist threats (that has nothing to do with war on terrorism) "persons affiliated with any federally recognized terrorist organization" and deletes the "sustained" fear requirements for the entire section.	In Assembly - Third Reading File
SB 1279 (Murray)	Bond Act: Antiterrorism Safety: Enacts the California Antiterrorism Safety Bond Act of 2002, for the purpose of financing a program for antiterrorism safety, includes retrofit for safety sites, local government, and law enforcement assistance. No dollar amounts as introduced.	Senate Appropriations Committee - Suspense File
SB 1287 (Alarcon)	Weapons of Mass Destruction: Adds to existing law re: weapons of mass destruction, including new threat provisions and minimum penalty for conspiracy. Has training implications but no mandate to POST.	Assembly Public Safety Committee
SB 1298 (Ortiz)	Public Health Emergencies: State Aid: Local Health Administration: States intent to identify State/federal funds for local health departments/health emergencies. Some of that money is re: terrorism. (See SB 406)	Assembly Health Committee
SB 1313 (Margett)	Supplemental Law Enforcement Services: Allows police and sheriff departments to contract on an ongoing basis (not just occasionally) with private entities and others to provide supplemental law enforcement services. Background indicates that after 9/11/01, oil refineries, housing projects, and airports have requested ongoing contract services from local law enforcement agencies.	In Assembly - Second Reading
SB 1375 (Margett)	Children: Cell Phones at School: Allows schools to let students have cell phones (now prohibited); impetus is partly 9/11/01 terrorist acts, plus Columbine.	Senate Education Committee
SB 1533 (Poochigian)	State Funds for Airport Security: Allows airports to use State funds provided for airport security purposes, at the discretion of the airport's sponsor, as defined, for the airport's local share of matching funds for a Federal Aviation Administration Airport Improvement Program grant, to the extent the grant is used to improve security at an airport. Urgency bill.	Assembly Consent Calendar

Bill #	Subject	Status
SB 1629 (Soto)	Emergency Services Training: Requires the OES to provide funding, upon appropriation of the Legislature, in the form of grants to political subdivisions to be used for training that will upgrade the skill levels of firefighters and emergency service workers. The bill would provide that the grants may be used for tuition, stipends, and other training expenses.	Assembly Appropriations Committee
SB 1643 (Johnson)	Open Meetings: Closed Sessions: Emergencies: Provides that a legislative body holding an authorized emergency meeting may meet in closed session pursuant to provisions allowing a closed session with law enforcement on specified security matters if agreed to by 2/3 vote of the members present at the emergency meeting or if less than 2/3 of the members are present by unanimous vote.	In Senate - Consent Calendar
SB 1686 (Margett)	Terrorism: Makes findings and declarations regarding terrorists; makes it a crime for an active participant in a criminal terrorist organization to willfully promote, further, or assist in felony conduct by a member of a criminal terrorist organization, as specified, punishable by 5, 10, or 15 years in a State prison; adds to serious and violent crimes; makes other changes.	Senate Public Safety Committee
SB 1688 (Margett)	Supplemental Firefighting Services Fund: Establishes in each county a Supplemental Firefighting Services Fund (SFSF) - like existing COPS program - and requires that moneys from this fund be allocated to local agencies in accordance with specified requirements for specified front-line fire service activities.	Senate Appropriations Committee - Suspense File
SB 1840 (Committee on B&FR)	Committee on Emergency Services: Spot to implement statutory changes needed for the budget re: OES. Urgency bill.	In Assembly - Second Reading File

Attachment B

BILL ANALYSIS		State of California COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING 1601 Alhambra Boulevard Sacramento, CA 95816-7083		Department of Justice
TITLE OR SUBJECT Emergency Services: Terrorism		BILL NUMBER/AUTHOR SB 1350 McPherson/Burton		DATE INTRODUCED Feb. 5, 2002 April 22, 2002 <i>af</i>
		RELATED BILLS SB 27, SB 1279, AB 2021		DATE LAST AMENDED April 22, 2002
SPONSORED BY		RECOMMENDED POSITION Support		
<p><u>GENERAL</u></p> <p>This bill adds Section 8588.10 to the Government Code and Section 13519.12 to the Penal Code.</p> <p>Existing law enables the Office of Emergency Services (OES) to exercise specified powers and duties relative to coordinating emergency services. This bill would require the OES to develop terrorism awareness training for specified emergency services responders. It also requires POST to develop training for law enforcement first responders to terrorism incidents. It requires specified local agency and members of law enforcement to complete the training.</p> <p>The bill establishes mandated costs to local agencies. It appropriates unspecified funds to the State Mandates Fund to reimburse local agencies for the training costs.</p> <p>The bill has an urgency requirement and would take effect immediately.</p> <p><u>ANALYSIS</u></p> <p>The training required in this bill is consistent with existing first responder training POST has obtained through the U.S. Department of Justice (DOJ). This training is funded through a federal grant. The training provides 16 hours of direct delivery and an additional 16 hours of training for trainers. The bill would allow POST to accelerate the delivery of this training since the DOJ is required to provide this training throughout the country. POST, through use of subject matter experts, would develop first responder training and training for trainers and provide an expanded means of reaching the large number of trainees more quickly.</p> <p>The bill requires OES to consult with appropriate state and local entities with emergency first responder responsibility to develop the curricula. The training is required to address the needs of state and local law enforcement, firefighters, local emergency medical technicians and paramedics, and volunteers as used by state and local authorities.</p>				
ANALYSIS BY Alan Deal		DATE 7-21-00		
LEGISLATIVE LIAISON Alan Deal		DATE 7-21-00		
COMMISSION MEETING DATE: July 16, 2002		FISCAL IMPACT Minimal		
		EXECUTIVE DIRECTOR Kenneth J. O'Brien		
		DATE 7-24-00		
		COMMISSION POSITION: Support		

The bill requires POST to develop *first responders to terrorism incidents* training for peace officers at a managerial or supervisory level and below who are assigned to field duties. POST is also responsible for developing a corresponding training for trainers course to accelerate delivery of the training and also to maximize the use of its local and regional delivery systems.

The *first responder to terrorism incidents* training developed by POST will satisfy both the mandates to OES and POST.

The bill requires every city police officer, deputy sheriff, and other uniformed peace officer who performs general law enforcement duties at a managerial or supervisory level or below, and is assigned to field duties, to complete the training. It also allows that previously completed pertinent training may be submitted to POST to assess its content and determine whether it meets the training requirements prescribed by the legislation as defined by the POST Commission.

The intent of the legislation is that POST receive funding to cover the cost of development and delivery of the required training. Funding for this bill is contingent upon federal funds being allocated to the State by Congress in its FY 2002-03 budget for terrorism-related programs. POST Staff prepared a multiple year budget to address the costs of this training mandate at the request of the bill's author. Staff has also incorporated it into an overall terrorism related training plan budget submitted to the Governor's Special Advisor on State Security.

COMMISSION POSITION

It is recommended the Commission take a Support position on the bill.

Note: At the regular meeting of the Legislative Review Committee (LRC) and at the Commission meeting of April 10, 2002, staff discussed this bill and mentioned that POST had been working with the author to amend the bill to address areas of concern. No Commission position was sought at that time. The Committee agreed that staff should contact the Chair of the committee to seek advice on bills requiring a position between Commission meeting dates.

On April 22, 2002, staff discussed the bill with the Chair who agreed with the recommended position and authorized a Commission Support position on it. The Chair directed that copies of the bill analysis be provided to all the members of the LRC once it was completed, but prior to the next meeting of the Commission.

AMENDED IN SENATE APRIL 22, 2002

SENATE BILL

No. 1350

Introduced by Senators McPherson and Burton

February 5, 2002

An act to add Section 8588.10 to the Government Code, *and to add Section 13519.12 to the Penal Code*, relating to emergency services, making an appropriation therefor, and declaring the urgency thereof, to take effect immediately.

LEGISLATIVE COUNSEL'S DIGEST

SB 1350, as amended, McPherson. Emergency services: terrorism.

~~Existing~~

(1) *Existing* law creates the Office of Emergency Services in the office of the Governor, with specified powers and duties relative to coordinating emergency services.

This bill would require the Office of Emergency Services to develop specified training relative to terrorism awareness ~~and response~~. The bill would ~~also require categories of personnel identified by the office to complete the training by September 11, 2002~~ *the Commission on Peace Officer Standards and Training to develop a specified course of instruction on the responsibilities of first responders to terrorism incidents and would require specified local agency and other peace officers to complete the training.*

(2) *The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions provide a procedure for paying this reimbursement and require any statute mandating these costs to specify that reimbursement shall be made from the State Mandates Claims Fund for these costs.*

This bill would appropriate an unspecified sum to the State Mandates Claims Fund to reimburse local agencies and school districts for costs mandated by the state and incurred by them pursuant to this act.

~~The bill would appropriate an unspecified sum from the General Fund to the Controller for allocation to local agencies for purposes of the bill.~~

@@@The

@@@ (3) The bill would declare that it is to take effect immediately as an urgency statute.

Vote: ²/₃. Appropriation: yes. Fiscal committee: yes. State-mandated local program: ~~no~~ yes.

The people of the State of California do enact as follows:

1 SECTION 1. The Legislature finds and declares the
2 following:

3 (a) In light of recent events, California is among the best
4 prepared states in the United States with regard to potential acts of
5 terrorism. However, additional training is appropriate and
6 necessary to ensure that all potential first responders to a terrorist
7 event and a terrorist attack will be prepared.

8 ~~(b) There are approximately 86,300 sworn and reserve local~~
9 ~~law enforcement officers, 65,000 volunteer and paid local~~

10 (b) There are approximately 66,000 sworn and reserve state
11 and local law enforcement officers, 65,000 volunteer and paid
12 state and local firefighters, and 70,500 local emergency medical
13 technicians and paramedics who could benefit from additional
14 first responder training regarding terrorism. Additional public
15 works employees may also be anticipated to benefit from training.

16 (c) The best way to fight terrorism and the damage caused by
17 those acts is to prevent it, while also ensuring that local emergency
18 response personnel, also known as emergency responders, who are
19 often the first persons dispatched during emergency situations, are
20 appropriately trained to deal with the unique aspects of terrorist
21 acts and are able to uphold the highest standards of public safety.

22 (d) Local law enforcement, firefighters, and other local
23 emergency personnel have become extremely adept at doing their
24 jobs in dealing with traditional crime and emergency events, but

1 the emerging threats of terrorism and bioterrorism have created
2 new challenges that must be met to ensure the safety of those
3 personnel and all of the citizens of our state.

4 ~~(e) It is critical that basic awareness training be provided to~~
5 ~~potential first responders as rapidly as possible.~~

6 *(e) It is the intent of the Legislature that the training be*
7 *developed and made available to first responders as quickly as*
8 *possible.*

9 (f) In order to provide an adequate number of professional
10 trainers to meet statewide demands in this area at the earliest
11 possible time, it would be desirable that the training of those
12 trainers be implemented by the administration prior to the
13 enactment of this legislation.

14 SEC. 2. Section 8588.10 is added to the Government Code, to
15 read:

16 ~~8588.10. (a) The Office of Emergency Services shall~~
17 ~~develop a basic standardized terrorism awareness curriculum in~~
18 ~~consultation with training oversight agencies of all first responder~~
19 ~~disciplines. The training shall use existing departmental training~~
20 ~~offices and regional training centers whenever possible and shall~~
21 ~~make the training available throughout the state. In addition, the~~
22 ~~Office of Emergency Services shall recommend any additional~~
23 ~~training that would be useful and appropriate but that may not be~~
24 ~~generally available in California, and shall make~~
25 ~~recommendations pertaining to any need for training oversight~~
26 ~~agencies for first responder disciplines to expedite their~~
27 ~~curriculum approval processes.~~

28 ~~(b) Basic terrorism awareness training shall include, but not be~~
29 ~~limited to, all of the following:~~

30 ~~(1) The definition of terrorism, including current actors and~~
31 ~~their presumed capabilities.~~

32 ~~(2) An overview of conventional (including explosive) and~~
33 ~~nuclear, biological, and chemical threats.~~

34 ~~(3) Threat and hazard recognition, with an emphasis on ability~~
35 ~~to determine local vulnerabilities and basic intelligence gathering.~~

36 ~~(4) Initial response actions, including whom to call.~~

37 ~~(5) What to expect from other responders.~~

38 ~~(6) Rumor control.~~

39 ~~(7) Balancing lifesaving activities with evidence preservation.~~

~~(8) Both general awareness training and additional training components for each of the first responder categories that is specific to each discipline.~~

~~(e) Training on basic terrorism awareness for potential first responder categories shall be completed by September 11, 2002.~~

8588.10. (a) The Office of Emergency Services, in consultation with appropriate state and local entities with emergency first responder responsibilities, shall develop terrorism awareness curricula to meet the training needs of state and local emergency response personnel and volunteers. In addition, the Office of Emergency Services shall consult with these state and local stakeholders to identify any additional training that would be useful and appropriate but that may not be generally available in California, and shall make recommendations pertaining to any need for training oversight agencies for first responder disciplines to expedite their curriculum approval processes.

(b) Basic terrorism awareness training shall include, but not be limited to, the following:

(1) Defining terrorism, including current individuals, organizations, and their capabilities.

(2) An overview of conventional, chemical, biological, radiological, and nuclear threats.

(3) Threat and hazard recognition, with an emphasis on ability to determine local vulnerabilities and basic intelligence gathering.

(4) Understanding the structure and function of an incident command system.

(5) Initial response actions, including preliminary assessment, notifications, resource needs, and safety considerations.

(6) Coordination with other emergency service first responders.

(7) Gathering, verifying, assessing, and communicating incident information.

(8) Understanding mass casualty implications and decontamination requirements.

(9) Balancing lifesaving activities with evidence preservation.

(10) General awareness and additional training for each of the first responder categories specific to each discipline.

1 (c) (1) *The Legislature finds and declares that training on*
2 *terrorism awareness for first responders is of critical importance*
3 *to the people of California.*

4 (2) *Every agency responsible for development of terrorism*
5 *awareness training and every agency that employs or uses*
6 *volunteers shall give a high priority to the completion of that*
7 *training. The Office of Emergency Services shall identify those*
8 *categories of personnel who shall receive that training and shall*
9 *prioritize training for personnel who are working in areas of the*
10 *state that are most likely to face terrorist threats of harm, including*
11 *urban areas and other jurisdictions that contain potential targets,*
12 *including, but not limited to, seats of government, electrical and*
13 *nuclear facilities, and other critical state supply programs. In*
14 *carrying out this section, the Office of Emergency Services shall*
15 *utilize information provided as part of the United States*
16 *Department of Justice Office for Domestic Preparedness grant*
17 *program that will compile a local needs assessment with a state*
18 *summary due no later than December 15, 2001.*

19 ~~SEC. 3. The sum of _____ dollars (\$_____) is hereby~~
20 ~~appropriated from the General Fund to the Controller for~~
21 ~~allocation to local agencies to cover the cost of training pursuant~~
22 ~~to this act.~~

23 ~~SEC. 4.—~~

24 SEC. 3. *Section 13519.12 is added to the Penal Code, to read:*

25 13519.12. (a) *The Commission on Peace Officer Standards*
26 *and Training shall develop a course of instruction on the*
27 *responsibilities of first responders to terrorism incidents to address*
28 *the training needs of peace officers at a managerial or supervisory*
29 *level and below who are assigned to field duties. The training shall*
30 *be developed in consultation with individuals knowledgeable*
31 *about terrorism and address current theory, terminology,*
32 *historical issues, and procedures necessary to appropriately*
33 *respond to and effectively mitigate the effects of a terrorist*
34 *incident.*

35 (b) *The commission shall expedite the delivery of this training*
36 *to law enforcement through maximum use of its local and regional*
37 *delivery systems.*

38 (c) *To maximize the availability and delivery of training, the*
39 *commission shall develop a course of instruction to train trainers*

1 in the presentation of the first responder training to terrorism
2 incidents.

3 (d) Every city police officer, deputy sheriff, and other
4 uniformed peace officer who performs general law enforcement
5 duties at a managerial or supervisory level or below and is
6 assigned to field duties shall complete first responder to terrorism
7 incidents training as described in this section. This training
8 satisfies the requirement for training developed under Section
9 8588.10 of the Government Code. Pertinent training previously
10 completed by any jurisdiction's law enforcement officers and
11 meeting the training requirements of this section may be submitted
12 to the commission to assess its content and determine whether it
13 meets the training requirements prescribed by the commission.

14 SEC. 4. The sum of ____ dollars (\$____) is hereby
15 appropriated from the General Fund to the State Mandates Claims
16 Fund to reimburse local agencies and school districts pursuant to
17 Part 7 (commencing with Section 17500) of Division 4 of Title 2
18 of the Government Code for costs mandated by the state and
19 incurred by them pursuant to this act.

20 SEC. 5. This act is an urgency statute necessary for the
21 immediate preservation of the public peace, health, or safety
22 within the meaning of Article IV of the Constitution and shall go
23 into immediate effect. The facts constituting the necessity are:

24 In order to ensure adequate funding for essential law
25 enforcement training and emergency personnel to further improve
26 responses to potential and actual acts of terrorism, it is necessary
27 that this act take effect immediately.

**Commission on Peace Officer Standards and Training
Anti-Terrorism First Responder Training
For California Law Enforcement**

The following information describes the costs of developing and delivering courses of instruction to address the needs of the first responder to incidents of terrorism. This training described is the result of a training mandate contained in Senate Bill 1350 (McPherson/Burton).

The training is developed and delivered in two phases. The costs involved in each phase broken down by development, resources and presentation. The weighting of each of these areas is as follows:

Development \cong 25 to 30%

Materials \cong 20% (e.g., workbook, references, checklists, guides, etc.)

Presentation \cong 50%

Phase 1 – The training in this phase is foundational; saturation of the law enforcement first responders is the objective.

Amount required: \$1.250 million – 24-month cycle

- A. Direct delivery to first responders (plus managers and executives—limited numbers)
- B. Train the trainer—build cadre of local instructors and provide resources (complete package of materials)
- C. Video support for classroom programs and telecourses for broadcast

Phase 2 – Update and Maintenance training

Amount required: \$1 million

- A. Update for first responders
- B. Focused technical specialists

Total Amount required: \$2.250 million

The costs related to travel and per diem to attend the training are not included in this summary. POST is responsible for covering these expenses and is not seeking funding to do so.



POST

1601 Alhambra Boulevard
Sacramento, CA 95816-7083
(916) 227-2085; (Internet) alan.deal@post.ca.gov
Fax: (916) 227-2801

FAX TRANSMISSION COVER SHEET

Date: May 23, 2002

To: Laurie Smith, Lee Baca, Patrick Boyd, Marc Cobb, James Fox,
Bud Hawkins, Ted Hunt, Monty Holden, Bill Kolender.

Fax:

Re: Commission Position on SB 1350 (McPherson/Burton) Emergency Services: Terrorism

Sender: Alan B. Deal, Bureau Chief, Executive Office

YOU SHOULD RECEIVE 9 of 9 PAGE(S), INCLUDING THIS COVER SHEET. IF YOU DO
NOT RECEIVE ALL THE PAGES, PLEASE CALL (916) 227-2085;
(Internet) alan.deal@post.ca.gov

Message: I have attached a copy of SB 1350 (McPherson/Burton) and the corresponding bill analysis. Since this bill required action shortly after the last Commission meeting in April, I contacted the Chair of the Legislative Review Committee, Laurie Smith, for direction on obtaining a Commission position. I reviewed the bill with her and recommended the Commission take a Support position. She authorized a Support position. The Chair's direction to me was to prepare the bill analysis, and provide a copy of it to each member of the Legislative Review Committee before the Commission meeting in July.

Alan Deal

Legislation Likely to Affect POST

There are numerous bills that are likely to pass that will impact the Basic Training Bureau and the Training Program Services Bureau. Most of the changes are in the area of crimes involving terrorism. The impact will be in revisions to student workbooks, testing (Standards and Evaluation Services Bureau), and in updates of guidelines, curricula, and legal update training.

Bills that are likely to pass that specifically provide a mandate to POST are as follows:

AB 74 (Washington)	Interception of Communication	Neutral
AB 2343 (R. Pacheco)	Terrorism: Wiretap Statutes	No Position
AB 2486 (Keeley)	Environmental Prosecution	Support
SB 1252 (Alarcon)	Attorney General: Tribal Justice Task Force	Oppose, UA
SB 1350 (McPherson) (/Burton)	Emergency Services: Terrorism	Support

State of California—Business, Transportation and Housing Agency

GRAY DAVIS, Governor

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

P. O. Box 942898
Sacramento, CA 94298-0001
(916) 657-7152
(800) 735-2929 (TT/TDD)
(800) 735-2922 (Voice)



File No.: 1.A4492.post

Kenneth O'Brien, Executive Director
Commission on Peace Officer
Standards and Training
1601 Alhambra Boulevard
Sacramento, CA 95816

Dear Mr. O'Brien:

Chief Sandra Redding, Commander of our Personnel and Training Division, has represented the California Highway Patrol (CHP) on the POST Advisory Committee for the past year. It is the Department's desire that Chief Redding continue serving in this role for the next term.

Thank you for including the CHP on this committee. We welcome the opportunity and look forward to addressing the issues which will be presented during the next term.

Sincerely,


D. O. HELMICK
Commissioner

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities.



June 21, 2002

Michael S. Carona, Sheriff
Orange County Sheriff's Department
550 N. Flower Street
Santa Ana, CA 92702-0449

Gray Davis
Governor

Bill Lockyer
Attorney General

Dear Sheriff Carona:

In April 2001, during a routine compliance inspection of your background files and training records, POST staff discovered that 86 Level III reserve deputy sheriffs had been appointed without any form of background investigation as required by law.

Your department was provided a preliminary draft of the compliance report so the deficiencies could be corrected before they became a matter of public record. In January of this year, you informed me that your lawyer had prepared a position paper indicating POST was in error in its interpretation of the issues surrounding this matter. I asked you to provide us a copy of the position paper so we could review the research and findings.

In March, I received your letter and the position paper prepared by the law offices of Hart, King, and Coldren. I have reviewed the issue you raise in the position paper. You state that reserve officers are not employees; therefore, the requirement that the background investigation be completed prior to a reserve officer's appointment does not apply.

POST staff disagrees with the opinions presented in your position paper. The law does not support the position you express. **Neither the Commission nor I are empowered to waive the requirements of the Government Code related to selection and training requirements.** The laws governing these issues are not new and until now your department has consistently complied with these legal requirements.

For more than a year, my staff has worked with representatives from your department to secure voluntary compliance with the legal requirements associated with hiring and training reserve peace officers; yet, this matter is still unresolved. Therefore, I have directed staff to remove all 86 individuals from the Peace Officer Database. To eliminate confusion, I have provided a list (Attachment) of the Level III reserve deputies in question.

June 21, 2002

Page 2

If background investigations have been completed on any of the individuals on the list since April 2001, please direct your staff to submit a revised Notice of Appointment/Termination form for each individual. Each new Notice of Appointment/Termination must include an appointment date that is later than the date the respective background investigation was completed.

As you know, Level III reserve officers appointed on or after July 1, 1999, are required to complete a PC 832 Arrest and Firearms course (64-hours) and a Level III Part-2 course (98-hours) before being assigned to enforcement duties. POST records indicate that 28 of the 86 individuals who were appointed to a Level III reserve position have completed a PC 832 Arrest and Firearms course, and 58 individuals have not completed the full PC 832 course. Further, our records indicate that only one of the 86 appointees has completed the Level III Part-2 (98-hours) training course.

I regret having to initiate this action. I want to assure you that POST staff and I remain committed to working with you to ensure that all of your Level III reserve deputies comply with state law and POST regulations.

Please contact me personally if you have further questions.

Sincerely,


KENNETH J. O'BRIEN
Executive Director

KJO:dr:kh

Attachment



**SHERIFF-CORONER DEPARTMENT
COUNTY OF ORANGE
CALIFORNIA**

**MICHAEL S. CARONA
SHERIFF-CORONER**

550 N FLOWER STREET
P.O. BOX 449
SANTA ANA, CA 92702-0449
(714) 847-7000

OFFICE OF SHERIFF CORONER

ASSISTANT SHERIFFS
JOHN FULLER
DON HADL
JOHN HEWITT
GEORGE H. JARAMILLO
TIM SIMON
DOUG STORM

February 28, 2002

Dear Mr. Kindermann:

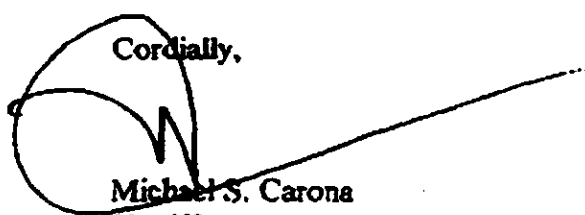
First I would like to apologize to you for the delay in our ability to meet with you and your staff. This delay was occasioned by a myriad of complications and scheduling conflicts, which were completely unavoidable. I cannot thank you enough for your patience in working with us on the rescheduling of this particular meeting.

I have attached for your review and consideration a position paper on several of the issues you have raised with us relative to our reserve program. I concur with the legal analysis provided by our attorneys but remain open to your assessment and discussion on this matter.

While the attached communication is marked Personal & Confidential I share it with you in hopes that it will clarify our position on the issues. Should you disagree with any of the items discussed I would welcome your direct rebuttal. Through this process I believe we can quickly resolve whatever differences might exist.

Again thank you for your continuing professional courtesy. My staff and I stand ready to provide you with whatever is necessary to bring a speedy and appropriate resolution to this matter.

Cordially,


Michael S. Carona
Sheriff

PROUDLY SERVING THE UNINCORPORATED AREAS OF ORANGE COUNTY AND THE FOLLOWING CITIES AND AGENCIES:

ALISO VIEJO • DANA POINT • LAGUNA HILLS • LAGUNA NIGUEL • LAGUNA WOODS • LAKE FOREST • MISSION VIEJO
RANCHO SANTA MARGARITA • SAN CLEMENTE • SAN JUAN CAPISTRANO • STANTON • VILLA PARK

MAR-07-2002 10:14

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P.05

HART, KING & COLDREN

A PROFESSIONAL LAW CORPORATION
WEB: www.hkclaw.com

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GARY R. KING
C. WILLIAM DANLIN
RACHELLE E. MENAKER
ROBERT J. MULVHILL
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JOHN A. MARLO, III
DAVID C. BAUER
MARK D. ALPERT

NORTHERN CALIFORNIA OFFICE:
SANTA ROSA

OF COUNSEL:
MICHAEL I. SCHROEDER, P.C.
HARRIET B. ALEXSON

February 28, 2002

Sheriff Mike Carona
Orange County Sheriff's Office
550 N. Flower Street
Santa Ana, California 92703

PERSONAL & CONFIDENTIAL
ATTORNEY-CLIENT PRIVILEGED

Dear Sheriff Carona:

You have asked me to review and analyze Russ Kindermann's letter to you of September 10, 2001 regarding the Department's POST Compliance Audit of appointments made by you prior to July 1, 1999 of Level III Reserve Sheriff Deputies. Mr. Kindermann questions these appointments based upon his statement that "POST regulations require a background investigation be completed prior to appointment of a peace officer to a position (PAM C-1-2)." Mr. Kindermann's statement is incorrect for two reasons. First, PAM C-1-2 does not apply to volunteers such as Reserve Sheriff Deputies. Rather, C-1-2 by its terms only covers "pre-employment investigation of each proposed Peace Officer employee" (Emphasis added). By definition, Level III Reserve Deputies are not employees of the Department and would never be subject to a pre-employment investigation. This is why every statute and regulation dealing with the appointment of Sheriff Deputies and the circumstances under which someone can exercise the powers of a Peace Officer always differentiate between requirements for hiring regularly sworn employee Peace Officers and requirements for appointing reserve officers. The POST regulations on the subject are quite clear. Section 1002 covers the Minimum Standards for Employment for "every Peace Officer, other than Reserve Peace Officers, employed by a department." To make sure that there is no confusion, this section specifically refers the reader to Section 1007 for the requirements for reserve officers "(Reference Regulation 1007 for Reserve Peace Officer Standards)". By contrast C-1-2 specifically states that it "implements the personal history investigation requirements established in Section 1002(a)." Section 1002 only applies to employed peace officers not reserve officers. Consequently C-1-2 is completely inapplicable to reserve officers.

Sheriff Mike Carona
February 28, 2002
Page 2

Further, Section 1007, which does apply to reserve officers, contains no requirement that a background investigation be completed prior to your appointing someone as Level III Reserve Deputy Sheriff. Rather, this Section currently merely states what background check and education a Level III Reserve Peace Officer must be completed "before being assigned to duties". PAM Section 1007(a)(b)(3). (Emphasis added). My investigation discloses that you fully complied with Section 1007 because none of the reserves in question were assigned before the required background check and education was completed. Penal Code Sections 830.6 and 832.6 do not change this. By statute, you are authorized to appoint persons as Reserve Sheriff's Deputies. Penal Code Section 830.6 and 832.6 set up what qualifications that person must meet if the Reserve Sheriff's Deputy opts to exercise "peace officer powers".

Consequently, Mr. Kindermann is incorrect when he states that the individuals in question "should not have been appointed until their background investigations were completed." As is discussed above, the requirement of background investigations being completed only applies to regular employed peace officers and not to reserve deputy sheriffs. You do have the power to appoint reserve officers who have not met the education requirements and who have not had background investigations so long as they do not exercise "peace officers powers."

Mr. Kindermann's next statement is that individuals who have not completed the proper firearm's training may not exercise arrest powers until they have completed the required training. This statement by him is correct. As the results of your audit confirm, the Department has completely complied with this requirement.

Mr. Kindermann next states in his letter that you should alter each of the reserve officer's files to indicate "a more accurate appointment date in April or May of 2000." This would be improper. You are under a legal obligation to have these files accurately reflect each individual's correct appointment date. Altering a reserve officer's file to reflect an incorrect appointment date would create a host of legal problems.

Finally, Mr. Kindermann states that POST Bulletin 98-24 and 99-4 require the Reserve Officers in question to complete "the new training requirements, Module III, which went into effect on July 1, 1999. This statement is incorrect. These bulletins do not make this statement. In fact, they state the opposite. These bulletins state that the new Module III training requirements only apply to Level III "Reserve Officers appointed on or after July 1, 1999". There is no question that the reserve officers in question were appointed by you prior to July 1, 1999. There is no requirement that a Reserve Officer receiving such an appointment have the background information and educational requirements also completed prior to this date. Either the Post Commission or the Legislature could easily have made such a requirement if they desired to do so, but they did not. Consequently, these individuals were subject to the pre-July 1, 1999 background check and education requirements, all of which have now been met.

HART, KING & COLDREN
A PROFESSIONAL LAW CORPORATION

Sheriff Mike Carona
February 28, 2002
Page 3

Please let me know if I can be of further assistance.

Sincerely yours,

HART, KING & COLDREN


Michelle J. Schroeder, P.C.

MJS/djc.821

MEMORANDUM

To : All Chiefs and Sheriffs

Date: June 21, 2002


Kenneth J. O'Brien

From : Executive Director
Commission on Peace Officer Standards & Training

Subject: **LOS ANGELES TIMES - PETITION FOR WRIT OF MANDATE**

On May 9, 2002, the *Los Angeles Times* filed a Petition for Writ of Mandate under Code of Civil Procedure 1085 in the Los Angeles County Superior Court, Case No. BS 075943. The *Times* is seeking a writ of mandate directing the Commission on Peace Officer Standards and Training ("POST") to comply with the California Public Records Act ("CPRA").

The petition followed POST's denial of the *Times*' request under the CPRA to obtain personnel information on all peace officers in the state of California from January 1991 to the present. The information sought is contained on POST Form 2-114 (Notice of Appointment/Termination). As you know, POST maintains a database of personnel information on peace officers pursuant to California Code of Regulations, Title 11, Section 1003. Specifically, the *Times* wants the names, dates of birth, employers, appointment dates, and the dates and reasons for termination of all peace officers in the POST program from 1991 to the present time. POST denied the request because of the confidential nature of the information sought. (See Penal Code §§ 832.5; 832.7; 832.8 & Evidence Code §§ 1043 & 1045.)

The *Times*' request creates significant concerns about the confidentiality of personnel information maintained by POST, the confidentiality of peace officer personnel records, and the privacy protection that is afforded to peace officers in the law. These concerns are amplified by the recent incident wherein personal information for State employees was obtained by a computer "hacker" who has yet to be identified or apprehended.

POST's long-standing, firm position is that the peace officer information contained in our database is not "public information" and that it is exempt from disclosure pursuant to the Public Records Act and related law. The release of this information to the *Times* could cause all personnel information in POST records to be subject to disclosure for any request from any organization or individual. For this reason, POST is vigorously opposing the *Times*' petition to the Court.

To assist in that regard, I advise executive managers of all law enforcement agencies throughout the state of California to contact their respective legal counsel to assess the potential effect of the Times' action. Please contact POST's legal counsel, Michael E. Whitaker, Deputy Attorney General, at (213) 897-2092, or POST Assistant Executive Director Dick Reed at (916) 227-2802 if you need additional information or you want to discuss the situation.

cc: Mike Whitaker

**COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**

1601 ALHAMBRA BOULEVARD
SACRAMENTO, CALIFORNIA 95816-7083
www.post.ca.gov

July 1, 2002

BULLETIN: 02-15

SUBJECT: CAL-OSHA RESPIRATORY PROTECTION REQUIREMENTS

It has recently come to the attention of POST that practices and procedures employed by law enforcement agencies and course presenters may fall short of compliance with current Cal OSHA regulations regarding the use of gas masks.

In October 1999, Assembly Bill 1127 was passed by the California legislature. This bill repealed the previously existing prohibition that civil penalties could not be assessed against government agency employers for violations of certain employee safety standards; thereby enabling Cal-OSHA to levy civil penalties against government agencies, including educational entities.

POST Training and Testing Specifications for Learning Domain 35 (Firearms/Chemical Agents) require the instruction in "proper procedures peace officers should follow when using gas masks" to include: (1) Inspection and proper fit and (2) Cleaning and storage. Additionally, POST instructional activities for LD 35 require that students be exposed to both riot control agents and aerosol chemical agents. While this training is adequate, law enforcement and course presenter agencies should review their practices with regard to the application and maintenance of gas masks and respirators regulated by Cal-OSHA.

Cal OSHA meticulously outlines required safety procedures for respiratory protection in Subchapter 7, Group 16, Article 107, Section 5144 (Respiratory Protection), California Code of Regulations. Appendix A identifies Fit Testing Procedures, Appendix B-1 identifies User Seal Check Procedures (Mandatory), Appendix B-2 delineates Respirator Cleaning Procedures (Mandatory), Appendix C provides the OSHA Respirator Medical Evaluation Questionnaire (Mandatory), and Appendix D (Mandatory) provides Information for Employees Using Respirators When Not Required Under the Standard. This information is available on-line by accessing www.dir.ca.gov, clicking on regulations, then Cal-OSHA, then Subchapter 7, Group 16, Article 107 and finally Section 5144.

Please review this information. Should questions arise, contact Cal-OSHA Consultation Services at 916-263-2867.


KENNETH J. O'BRIEN
Executive Director

